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# Annual Report on the Employment of Minorities, Women & Handicapped Individuals in the Federal Government Fiscal Year '82

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*Public Sector Programs*  
Office of Programs Operations  
Equal Employment Opportunity Commission

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## FOREWORD

This is the first comprehensive annual report to the President and to the Congress on affirmative action programs for minorities, women, and handicapped individuals in the Federal Government. It is written as part of the Equal Employment Opportunity Commission's responsibilities to monitor Federal agency compliance with Section 717 of Title VII of the Civil Rights Act of 1964, as amended, and Section 501 of the Rehabilitation Act of 1973, as amended. Part II, "Employment of Handicapped Individuals, Including Disabled Veterans, in the Federal Government", has been prepared in consultation with the Interagency Committee on Handicapped Employees and fulfills the Commission's responsibility to report to the Congress pursuant to Section 501(c) of the Rehabilitation Act of 1973.

Ten years have elapsed since the Equal Employment Opportunity Act of 1972 extended coverage of the 1964 Civil Rights Act to include Federal employees. Part I of this report describes some of the progress that has been made during the past decade, during the five-year period 1977-1982 (PATCO data) and during the report year, FY 1982. Substantial progress has been made in the decade, 1972 to 1982: the percentage of all minorities and of women as a group <sup>1/</sup> has increased in the Federal work force and in all but three of the major agencies examined in this report; those three agencies experienced a decline in the percentages of Black employees. In that same time period, the average grade rose for women as a group and for each minority group with one exception (Asian Americans).

Next year will mark the completion of the first decade since the passage of the Rehabilitation Act of 1973. Since that time, substantial progress has been made in improving employment opportunities for handicapped individuals in the Federal Government. One area of significant progress has been in the removal of architectural barriers. Very few Federal buildings remain that have not been substantially modified to assure accessibility to handicapped individuals.

Statistics on the handicapped Federal work force are obtained from the self-identification of an employee's handicap status. Many employees are reluctant to have their medical conditions recorded outside their medical records for fear that this knowledge may be used against them by management or by fellow employees. Nevertheless, statistical data that are available suggest improvement in employment opportunities for handicapped individuals, particularly the more severely handicapped individuals who have been targeted by EEOC for specific emphasis.

Fiscal year 1982 marked a period of re-evaluation of all program efforts and direction that had been taken by EEOC to fulfill its mandates to provide affirmative action for the employment of minorities, women, and handicapped individuals in the Federal Government. This involved a rethinking of basic approaches to affirmative action. There was a need for change. New directives were drafted to be completed in FY 1983. Success with the onsite reviews of agency field installation programs for handicapped individuals intensified efforts to develop a parallel onsite review effort for programs for women and minorities. A need to

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<sup>1/</sup> The only statistics available for 1972 treat women as a group and do not break women out by racial/ethnic category.

shift major emphasis from a desk review of agency paper submissions to a face-to-face working relationship with agency program managers was recognized.

Meanwhile, plans for a major reorganization within EEOC were announced that would provide for more effective management of the Federal EEO and affirmative action programs. On October 17, 1982, Public Sector Programs (PSP), within the new Office of Program Operations, took over the combined functions of the then-Office of Government Employment and the then-Hearings Division and the Federal agency oversight functions of the then-Technical Guidance Division of the Office of Field Services. PSP has developed, and will continue to develop, proposed policies and implement approved policies and programs designed to improve hiring, placement, and advancement of minorities, women, and handicapped individuals in the Federal sector. PSP is also developing guidance establishing responsibilities and standards for hearings on Federal EEO complaints of discrimination and providing technical assistance to EEOC field personnel who provide hearings services to Federal departments and agencies. PSP is responsible for oversight of the complaint system and for development of new regulations for that system.

We believe that considerable progress has been made since the enactment in 1972 of civil rights legislation for minorities and women, and since 1973 for handicapped individuals, who are Federal employees/applicants. However, as this report indicates, much work needs to be done before the Federal Government achieves a truly representative work force.

- o Women and minority groups are underrepresented in several types of employment in the Federal Government when compared to the Civilian Labor Force;
- o Blacks, Hispanics, American Indians, and women are concentrated in the lower-paid positions;
- o Handicapped individuals remain underrepresented in all agencies, in all occupational categories, and at all grade levels; and
- o Hispanics continue to be the only minority group which is underrepresented in the work force as a whole in comparison to the CLF.

Public Sector Programs, in FY 83 and beyond, will continue to lead the affirmative employment effort of the Federal Government to remove the remaining barriers that keep the Federal Government from becoming a model equal opportunity employer.

PART I - EMPLOYMENT OF MINORITIES AND WOMEN  
IN THE FEDERAL GOVERNMENT

A. INTRODUCTION

This annual report to the Congress and to the President by the Equal Employment Opportunity Commission (EEOC) on the employment of minorities and women in the Federal Government covers the period from October 1, 1981 through September 30, 1982. Ten years have elapsed since the Equal Employment Opportunity Act of 1972 extended coverage of the 1964 Civil Rights Act to include Federal employees, and the report will include an analysis of changes in the Federal work force during that decade as well. In addition, the report will show some of the changes in the work force during the report year, FY 1982.

Substantial progress has been made since 1972 in improving Federal employment opportunities for minorities and women. The percentage of both minorities and women has increased in the Federal work force as a whole and, with a few exceptions, in each of the employment categories. The average grade rose for each minority group, except Asian Americans, in the decade from 1972 to 1982. (Asian Americans moved from the highest-paid racial group in 1972 to the second highest-paid racial group--with whites being the highest-paid--in 1982.) The average grade for women as a group also increased in that time.

The data <sup>1/</sup> upon which this report is based are, in some cases, less than ideal. For the most part, they describe all employees of the government, including seasonal workers, not just permanent employees. Further, the data are government-wide or agency-wide only, and regional data are not displayed. Much of the report is limited to data about the white-collar work force.

These shortcomings are due to the fact that the Commission must base the majority of this report on data already available in the Office of Personnel Management's

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<sup>1/</sup> All Federal employment data come from Office of Personnel Management (OPM) publications and agency-provided affirmative action plans. The 1972 employment data for minorities were as of May 1972 and for women as of October for that year. These data include full-time employees only in all agencies. No data were available for women separately by each race/ethnic group. Additionally, there were no separate data for women in blue-collar jobs in 1972. The 1977 data were as of November of that year and are for full-time employees only of those agencies which participated in the Central Personnel Data File (CPDF). The 1982 data were as of September of that year and covered only employees of those agencies in the CPDF identified by OPM as covered by FEORP. Specific analyses by grade, PATCO and blue-collar exclude the U.S. Postal Service (USPS). However, the USPS is included in all analyses of total Federal employment. References to "blue-collar" employment refer to the Federal Wage Systems.

Central Personnel Data File (CPDF) <sup>1/</sup>, rather than upon reports from covered agencies. Instructions to agencies for filing such reports were not issued in time for regional reports on accomplishments during FY 82. The Commission's report for FY 83 will be based on data, including regional data, which will have been submitted to the Commission by the agencies themselves, in addition to CPDF data.

Regional data might have led to conclusions different from those herein. For example, the participation rate of certain minority groups in certain geographic locations might or might not have indicated underrepresentation in that area's work force while nationally-aggregated data may render different conclusions.

## B. BACKGROUND

In 1969, under Executive Order 11478, Federal agencies were required for the first time to establish affirmative programs of equal employment opportunity. The Equal Employment Opportunity Act of 1972 extended coverage of the Civil Rights Act of 1964 so that Federal employers were required to establish these programs pursuant to Section 717 of the Act. For the first time, the former Civil Service Commission (CSC) was given statutory authority to ensure that all personnel actions in the Federal Government were not only free from discrimination, but also actively and affirmatively oriented toward equality of opportunity.

The President's Reorganization Plan No. 1 of 1978 transferred to EEOC affirmative action enforcement functions that previously had been the responsibility of CSC, including the authority to issue such rules, regulations, orders and instructions as it deems necessary and appropriate.

In the fall of 1980, an interagency task force was established to draft instructions to Federal agencies for multi-year affirmative action programs. This task force was composed of staff from EEOC; the Department of Labor's Office of Federal Contract Compliance Programs; the Office of Personnel Management; and other Federal agencies. In December of that year, the task force submitted proposed instructions to selected agencies for comment.

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<sup>1/</sup> The CPDF captures approximately 45 data elements for each employee including that person's sex and minority group designation. The five categories of such designation used by the CPDF and this report are:

White (Not of Hispanic Origin)--All persons having origins in any of the original peoples of Europe, North Africa, or the Middle East.

Black (Not of Hispanic Origin)--All persons having origins in any of the Black racial groups of Africa.

Hispanics--All persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.

Asian American or Pacific Islander--All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, Japan, Korea, the Philippine Islands, and Samoa.

American Indian or Alaska Native--All persons having origins in any of the original peoples of North America, and who maintain cultural identification through tribal affiliation or community recognition.

The management directive which resulted from the work of the interagency task force, EEO-MD-707 (issued informally January 23, 1981; modified by memorandum of June 15, 1981 and issued officially on August 12, 1981) instructed Federal agencies to develop, submit, and implement equal employment and affirmative action plans for minorities and women for the period FY 1982 through FY 1986. In its evaluation of previous affirmative action efforts, EEOC had found that there was underrepresentation of minorities and women in administrative, technical, professional, and skilled craft positions and in senior grades under various pay plans. Correcting these deficiencies requires employee training and career development as well as pre-employment training. Actions such as these take time. A five-year time span seemed reasonable for planning purposes.

EEO-MD-707 instructed each agency to perform an extensive analysis of the underrepresentation of sex-specific racial/ethnic groups in various employment categories and occupational series (by comparing the agency's work force with the appropriate segment of the Civilian Labor Force) and to set annual goals for those underrepresented groups in categories/series where vacancies were expected. EEO-MD-707 also instructed Federal agencies to submit a plan for the prevention of sexual harassment in the workplace and a multi-year Federal Equal Opportunity Recruitment Plan along with their multi-year affirmative action program plans. Like other components of multi-year program plans, action plans for the prevention of sexual harassment and FEORP plans were to be reviewed by the agencies at least annually and revised as needed to accomplish the respective goals of eliminating illegal sexual coercion in Federal sector employment and of achieving affirmative action plan goals through recruitment efforts.

Agency accomplishment reports for FY 82 were submitted to the Commission on a voluntary basis (since approved instructions for such reports were not issued in time for FY 82 reports). Those reports that were submitted, as well as some of the reports submitted for FY 81, showed that hiring freezes and reductions-in-force were having an impact on agency affirmative action program implementation.

### C. DETAILED ANALYSIS OF STATISTICAL DATA

#### 1. Total Work Force Summary

In 1972, minorities comprised 19.7% of the total full-time Federal work force, increasing to 25.1% of the 1982 total work force. Blacks, Asian Americans, and American Indians were in the 1972 and 1982 work forces in proportions equal to or greater than the national 1970 and 1980 Civilian Labor Forces (CLF). (See Table I-1.) In fact, from 1972 to 1982, the number of total Federal employees declined by 2.1%. Despite this decline, the representation of women and minorities increased.

Careful analysis shows that in most cases these groups continue to be concentrated in the lower grades. In 1982, 69% of all minorities--as compared with 47% of whites--and 77% of all women--as compared with 29% of all men--were in Grades 1 - 8 while only 31% of all minorities and 22% of all women were in grades 9 and above.

In 1972, 72.5% (1,330,754) of the non-postal Federal work force were in white-collar jobs, while 27.5% (504,837) were in blue-collar jobs. For the 1982 non-postal work force, 79.3% (1,481,072) were in white-collar jobs and 20.7% (387,325) were in blue-collar jobs.



In 1972, Blacks comprised 15.1% (387,749) of all employees (2,575,144) and increased to 17.1% (430,809) of all employees in 1982 (2,522,251). In 1972, Blacks were 11.5% of all white-collar employees and 20.4% of all blue-collar employees. Their representation in white-collar jobs increased to 14.7% but decreased in blue-collar jobs to 20.0% by 1982.

Hispanics were 3.0% (76,586) of all 1972 employees and increased their representation to 4.5% (113,679) of the 1982 total work force. In 1972, they were 2.1% of the white-collar employees and 5.9% of those in blue-collar jobs. Their respective figures grew to 3.9% and 6.8% by 1982. Hispanics were the only minority group whose participation in the total 1982 work force (4.5%) is lower than their representation in the 1980 CLF (6.4%). The majority of this underrepresentation of Hispanics appeared attributable to Hispanic women who were employed at only 52% of their CLF rate compared to Hispanic men who were employed at 82% of their CLF rate.

In 1972, Asian Americans were 0.8% (21,080) of all employees, increasing to 2.2% (54,467) of all 1982 employees. They were 0.9% of the white-collar employees and 1.0% of the blue-collar employees in 1972. Their representation increased by 1982 to 2.0% and 3.5%, respectively.

American Indians comprised 0.8% (20,053) of all employees in 1972 and 1.3% (32,871) of all employees in 1982. They were 1.0% of the white-collar employees and 1.1% of the blue-collar employees in 1972. By 1982, their respective rates were 1.6% and 2.0%.

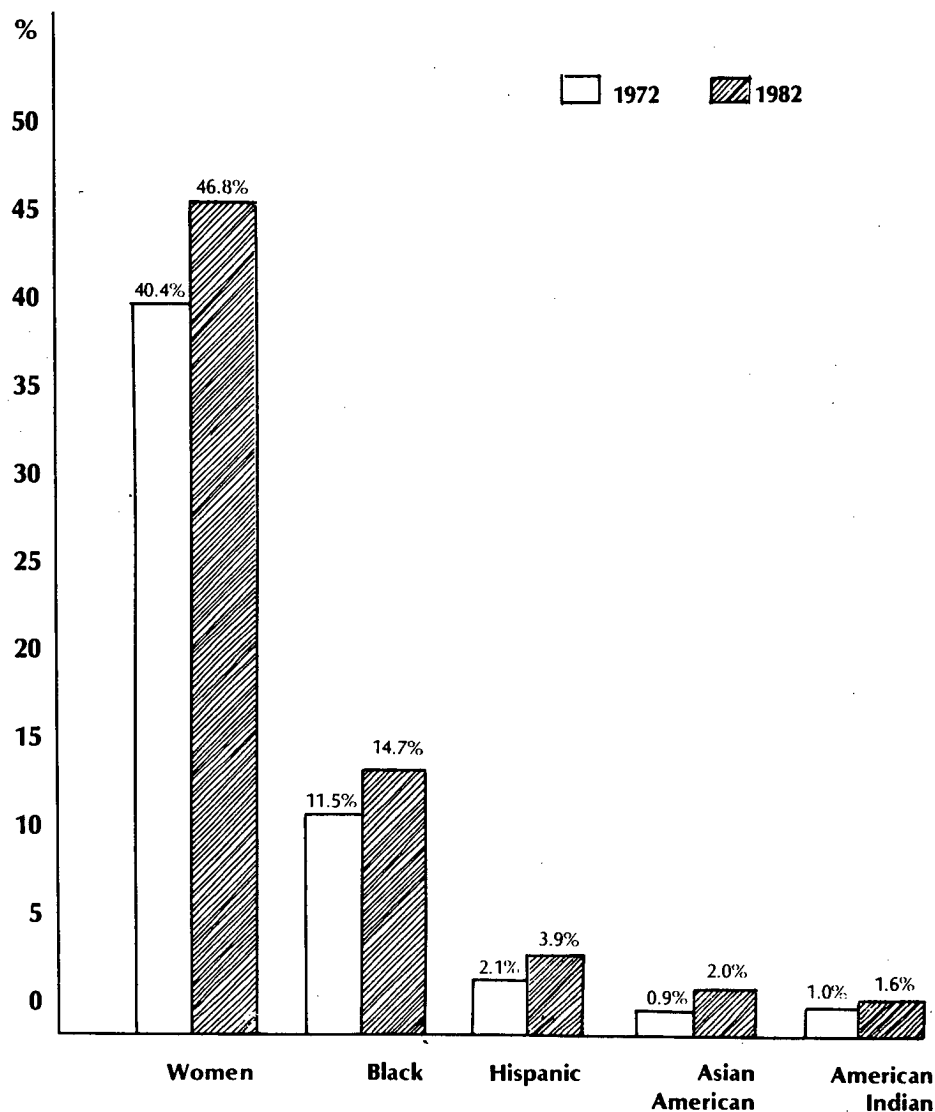
The percentage of women in the Federal white-collar work force rose dramatically between 1972 and 1982 from 40.4% (566,544) to 46.8% (692,993) surpassing their representation in the 1980 CLF (42.5%). While women were 42.5% of the 1980 CLF, they were only 35.5% of the total Federal work force (white- and blue-collar) in 1982. More specifically, white, Hispanic and Asian American women were the groups of women whose work force participation rates were less than their CLF rates. White women were employed at 72% of their 1980 CLF rate, Asian American women were employed at 88% of their CLF rate, and, as mentioned above, Hispanic women were employed at 52% of their CLF rate.

Agency-wide data for 1972/1982 for the 20 largest agencies (except Tennessee Valley Authority and the Department of Energy for which data were not available) show that women and all minority groups increased as percentages of agency work forces in that decade with only four exceptions: the percentage of Black employees decreased in the Departments of Labor, State, and Commerce and in the General Services Administration, and the percentage of Hispanics decreased at the Department of State. (See Table I-2.)

## 2. White-Collar Employment

As with the total Federal work force, each minority group and women as a group increased their representation in the federal white-collar work force in the period between 1972 and 1982:

**CHART I**  
**DISTRIBUTION OF WOMEN AND MINORITIES**  
**IN WHITE-COLLAR EMPLOYMENT:**  
**1972 and 1982**



Each of the Federal white-collar occupational series reflects a specialized line of work with explicit classifications. During the 1970's, the former Civil Service Commission (now the Office of Personnel Management) created and defined five employment categories by which Federal agencies could group occupational series for various purposes (e.g., coverage under the Fair Labor Standards Act): Professional, Administrative, Technical, Clerical and

Other (PATCO). <sup>1/</sup> Those categories are now used in many areas of Federal personnel administration, and they are a key element in the Central Personnel Data File. Data for occupations by PATCO designations were first available in 1977.

a. Minorities - Minorities comprised 17.9% of all white-collar Federal jobs in 1977, increasing to 22.2% in 1982. As a group, minorities comprised 16.7% of the 1980 white-collar CLF. <sup>2/</sup> The only minority group which was underrepresented in comparison with the 1980 white-collar CLF was Hispanics who were 4.5% of the white-collar CLF but only 3.9% of all white-collar Federal employees. The participation rate of all minority groups increased in each PATCO category, except Blacks and Hispanics in the Other category, over the period 1977 - 1982. (See Table I-3.)

- o Blacks - Blacks held 12.9% of all white-collar Federal jobs in 1977, increasing to 14.7% in 1982. Blacks held 9.7% of white-collar jobs in the CLF in 1980. Although Blacks' participation rates increased in all PATCO categories,

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<sup>1/</sup> The PATCO categories are described as follows:

Professional occupations are those that require knowledge in a field of science or learning characteristically acquired through education or training equivalent to a bachelor's or higher degree with major study in or pertinent to the specialized field, as distinguished from general education. These occupations follow a two-grade interval pattern in the GS and equivalent grades through GS-11.

Administrative occupations are those that involve the exercise of analytical ability, judgment, discretion and personal responsibility, and application of a substantial body of knowledge of principles, concepts, and practices applicable to one or more fields of administration or management. These positions do not require specialized educational majors and typically follow a two-grade interval pattern through GS-11.

Technical occupations are those that involve work, typically associated with and supportive of a professional or administrative field, which is nonroutine in nature and which involves extensive practical knowledge, gained through on-the-job experience and/or specific training less than that represented by college graduation. These jobs typically follow a one-grade interval pattern in all grades.

Clerical occupations are those that involve structured work in support of office, business, or fiscal operations performed in accordance with established policies, procedures, or techniques and requiring training, experience, or working knowledge related to the tasks to be performed. These jobs typically follow a one-grade interval pattern.

Other occupations are those that cannot be related to the above categories. Predominant occupations in this category are fire prevention, police, guard and correctional jobs.

<sup>2/</sup> Excludes census categories of sales workers, craft workers, operatives, and laborers.

(except Other) between 1977 and 1982, the increase of Blacks in the Professional category was due in large part to an increase for men, as Black women actually experienced a small decline. While 20.6% of all white-collar whites were in Professional jobs, only 6.7% of white-collar Blacks were in such jobs. Only 19.5% of white-collar Blacks were in Administrative jobs, compared to 28.9% of white-collar whites. Thus, 73.8% of Blacks were in Technical, Clerical and Other (TCO) positions, as compared to 59.9% of whites. (See Table I-4.)

- o Hispanics - Hispanics held 2.7% of all white-collar Federal jobs in 1977, increasing to 3.9% in 1982. Hispanics held 4.5% of white-collar jobs in the CLF in 1980. The participation rate for Hispanics increased in each PATCO category (except in the Other category) during this period. Of Hispanics in white-collar positions, only 11.2% were in Professional and 23.9% in Administrative jobs, compared to 20.6% and 28.9%, respectively, for whites in white-collar jobs. Thus, 64.9% of Hispanics were in TCO positions, as compared to 59.9% of whites.

- o Asian Americans/Pacific Islanders - Asian Americans held 1.1% of all white-collar Federal jobs in 1977, increasing to 2.0% in 1982. Asian Americans held 1.9% of white-collar jobs in the CLF in 1980. The participation rate for Asian Americans increased during the period in each PATCO category. A considerably higher percent of Asian Americans were Professionals as compared to whites (29.5% compared with 20.6%) but a considerably lower percent of Asian Americans were in Administrative jobs than whites (20.1% compared with 28.9%). When Professional and Administrative participation rates for the two groups are totaled, they are virtually identical (49.6% of Asian Americans are either Professionals or Administrators, 49.5% of whites are in such positions).

- o American Indians/Alaskan Natives - American Indians held 1.2% of all white-collar Federal jobs in 1977, increasing to 1.6% in 1982. American Indians held 0.5% of white-collar jobs in the CLF in 1980. The participation rate for American Indians increased during the period in each PATCO category. Of American Indians in white-collar positions, only 13.6% were in Professional and 17.4% in Administrative jobs, compared to 20.6% and 28.9%, respectively, for whites in white-collar jobs. Thus, 69% of American Indians were in TCO positions, as compared to 59.9% of whites.

- b. Women - Women held 42.9% of all white-collar Federal jobs in 1977, increasing to 46.8% in 1982. Women held 54.1% of white-collar jobs in the CLF in 1980. The participation rate of women increased in each PATCO category from 1977 to 1982 except in Professional occupations, where their representation declined from 20.8% to 17.5%. (See Table I-3.) While the data show that the numbers of all Professionals declined by 9.8%, the number of women Professionals declined 24.1%. The largest decline among women was that of white women, whose numbers declined 29.6%. Except for a slight decline for Black women, the representation for all other groups of minority women increased in the Professional category over this five-year period.

The participation rate for women of all racial/ethnic groups (except American Indian women) increased in Administrative, Technical and Other occupations. The representation of American Indian women experienced a slight decline in the Administrative category and remained unchanged in Other occupations.

The Clerical category continues to be predominately women, who held 84.0% and 85.9% of all such jobs in 1977 and 1982, respectively. The only categories in

which women as a group equaled their representation in the CLF were in Clerical and Technical for 1982. White and Hispanic women were underrepresented in every category except for Clerical in 1982. Asian and American Indian women were underrepresented in all categories except Clerical and Technical. Black women were underrepresented in the Professional and Other categories.

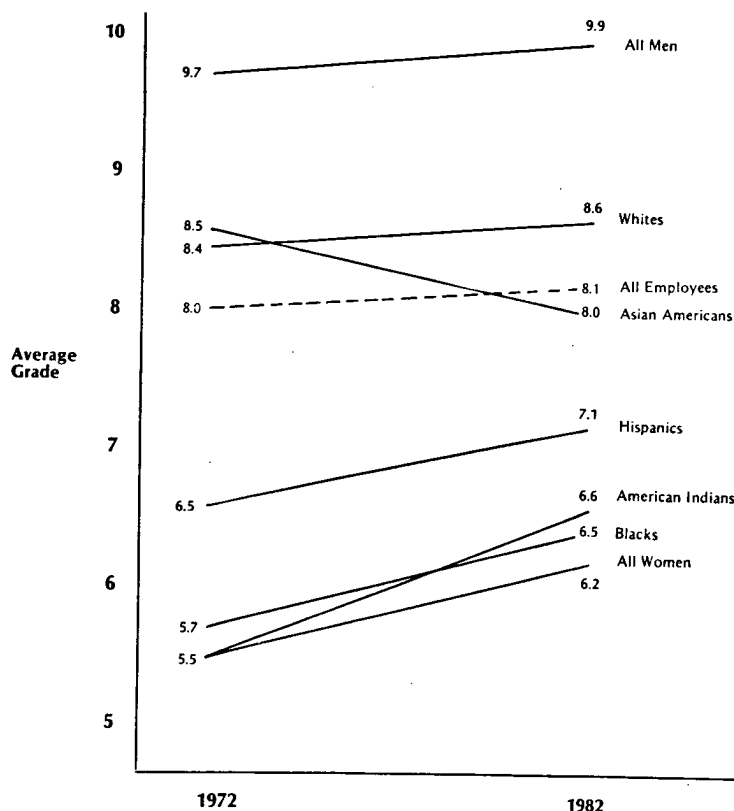
Of all women in white-collar Federal jobs in 1982, 6.8% were Professionals compared to 28.3% of all men; 18.1% of white-collar women were Administrators compared to 34.7% of men. Thus, 75.1% of white-collar women were in TCO positions, compared to 37.0% of white-collar men. Though only 7.5% of all white-collar men were in Clerical positions, 51.6% of all white-collar women were in Clerical occupations. (See Table I-4.)

### 3. White-Collar Pay (GS/GM & SES Pay Systems)

Over the past decade, progress has been made in the pay of minorities and women.

a. Minorities - Each minority group increased its participation rate in each grade grouping over the decade. While minorities were 15.5% of the white-collar employees in 1972, they represented 22.1% of a slightly smaller white-collar work force in 1982. The average grade for each minority group, except Asian Americans who moved from the highest-paid to the second highest-paid racial group, increased between 1972 and 1982. The average grades in 1982 were: whites (8.6), Asian Americans (8.0), Hispanics (7.1), American Indians (6.6), and Blacks (6.5). (See Table I-5.)

CHART II  
AVERAGE GRADE: 1972 and 1982



- o Blacks - Although Blacks constituted 9.7% of the 1970 CLF, they were 11.5% of all GS employees in 1972 but concentrated in the lower grade levels. (See Table I-6.) Blacks were 14.7% of all GS/GM/SES employees in 1982, an increase of 3.2 percentage points over their 1972 representation, and 9.8% of the 1980 CLF. Of all Blacks in GS jobs in 1972, 81.7% were in grades 1-8 compared to 47.9% of all whites. In 1982, 73.7% of all Blacks and 46.9% of all whites were in these grades. (See Table I-7.)

Conversely, only 3.2% of all Blacks were in grades 13 and above in 1972 compared to 15.5% of all whites. Some relative change was evident in 1982 when 4.9% of all Blacks were in grades 13 and above compared to 16.3% of all whites.

The average grade for Blacks was 5.7 in 1972 and 6.5 in 1982, a 14% increase. For the same years, the average grade for whites was 8.4 and 8.6, a 2.4% increase. In 1982, Blacks had the lowest average grade among all minority groups.

- o Hispanics - While progress has been made, Hispanics were still underrepresented in each grade range for 1982. Although they were 4.2% of the 1970 CLF, Hispanics constituted only 2.1% of the GS jobs in 1972; and while 6.4% of the 1980 CLF, they were only 3.9% of all GS/GM employees in 1982. Of all Hispanics in GS jobs in 1972, 70.4% were in grades 1-8 compared to only 47.9% of all whites. Similarly, in 1982, 63.0% of all Hispanics were in these grades while 46.8% of all whites were.

In 1972, 5.3% of all Hispanics were in grades 13 and above compared to 15.5% of all whites. For 1982, the comparable figures were 6.3% and 16.3%.

The average grade for Hispanics was 6.5 in 1972 and 7.1 in 1982, a 9% increase.

- o Asian Americans/Pacific Islanders - For both years, Asian Americans were represented in all GS/GM jobs at a rate slightly above their CLF participation. However, they were underrepresented in grades 16-18 for both years.

The average grade for Asian Americans in 1972 was 8.5 compared to 8.4 for whites while in 1982, the average grade for Asian Americans dropped to 8.0 compared to 8.6 for whites. This is the only group whose average grade was lower in 1982 than it had been ten years earlier.

- o American Indians/Alaskan Natives - In 1972, American Indians were represented in all GS jobs at a rate of 1.0% while their 1970 CLF participation rate was 0.3%. But in grades 13 and above, American Indians represented only 0.2% of all employees, just slightly below their CLF rate. Viewed another way, only 3.4% of all American Indians in the 1972 work force were in grades 13 and above, compared to 15.5% of all whites. By 1982, there was some improvement as 5.6% of all American Indians were in these grades in contrast to 16.3% of all whites. By 1982, the representation of American Indians in each grade range exceeded their 1980 CLF rate.

Among all minority groups in 1972, American Indians had the lowest average grade of 5.5. In 1982, their average grade was 6.6, which is higher than the average grade of Blacks (6.5), but lower than the 8.6 average of whites.

- b. Women - In four of the five grade groupings (5-8, 9-12, 13-15, and SES and 16-18), the representation of women increased from 1972 to 1982, with an

increase of 6.4 percentage points in their overall representation. (See Table I-6.)

In the grade grouping where they were most populous in 1972 (grades 1-4), there was a slight decrease in representation by 1982 (from 77.2% to 76.1%). In those grades where there were extremely few women (grades 16-18), the percentage increase was considerable (from 3.3% to 6.2%).

In 1972, 84.4% of white-collar women were in grades 1-8, and 29.0% of men were in those grades; in 1982, there was little change (77.2% of women and 29.2% of men were in grades 1-8). (See Table I-7.) In 1972, 1.4% of all women in white-collar jobs were in grades 13-18 jobs; 22.8% of all men were in those grades. In 1982, 2.8% of all women were in grades 13-18; 23.6% of all men were in those grades.

The average grade for women increased during the decade, from 5.5 to 6.2 (an increase of 13%), as did the average grade for men, from 9.7 to 9.9 (a 2% increase). However, the highest average grade for women of any racial/ethnic group is lower than the lowest average grade for men of any racial/ethnic group. (See Table I-8.)

#### 4. Blue-Collar Employment

Although the share of Federal jobs that were blue-collar jobs declined from 27.5% to 20.7% from 1972 to 1982, minorities increased their representation in blue-collar jobs from 28.4% to 32.3%. The only minority group whose representation in blue-collar jobs declined over the period was Blacks (from 20.4% in 1972 to 20.0% in 1982). (See Table I-9.) All minority groups' representation in blue-collar jobs, including that of Blacks, exceeded their CLF rate for both years.

Women, however, were underrepresented in the 1982 blue-collar work force. Although they were 42.5% of the 1980 CLF, women comprised only 9.8% of all 1982 Federal blue-collar workers. (No comparative data are available on women's representation among the 1972 blue-collar workers.)

#### 5. PATCO Changes Between End of FY 81 and End of FY 82

##### Government-Wide and for 20 Major Agencies

Although little change occurred government-wide in this period, several of the major agencies experienced noticeable declines in the representation of women and minorities in PATCO categories. (See Table I-10.)

Of the 20 major agencies for which FY 82 PATCO data were available, 10 experienced an increase in staff overall (the five Defense agencies, Justice, State, Transportation, Treasury, Veterans Administration) and 10 experienced a decrease in staff overall. The 10 losing agencies did quite well in maintaining the representation of minority groups, even as compared to the gaining agencies: the losing agencies had decreases in representation in only 13 of a possible 40 categories (32.5%), while the gaining agencies had decreases in representation in 7 of a possible 39 categories (17.9%).

Neither the gaining nor losing agencies were as successful in maintaining the representation of women as a group: 4 of the 10 gaining agencies (40%) showed a

lowered representation of women; 6 of the 10 losing agencies (60%) showed a lowered representation of women.

Government-wide, there was a very small increase in the number of employees in the agencies participating in the CPDF during FY 82. At the same time, the representation of each sex-specific racial group either remained the same or increased slightly, except for white women whose representation decreased slightly.



APPENDIX PART I: STATISTICAL DATA - Minorities and Women

TABLE I-1

**CIVILIAN LABOR FORCE (1970 AND 1980) AND  
TOTAL FEDERAL EMPLOYEES (ALL PAY SYSTEMS), 1972 AND 1982**

	<b>% 1970 Civilian Labor Force</b>	<b>% 1972 Federal Work Force</b>	<b>% 1980 Civilian Labor Force</b>	<b>% 1980 White- Collar CLF <sup>1</sup></b>	<b>% 1982 Federal Work Force</b>
<b>ALL MEN</b>	62.0	na	57.5	45.9	64.5
<b>ALL WOMEN</b>	38.0	na	42.5	54.1	35.5
<b>WHITE:</b>	85.0	80.4	81.6	83.3	74.9
<b>MEN</b>	N/A	na	47.5	39.1	50.3
<b>WOMEN</b>	N/A	na	34.1	44.3	24.6
<b>BLACK:</b>	9.7	15.1	9.8	9.7	17.1
<b>MEN</b>	N/A	na	4.9	3.5	8.8
<b>WOMEN</b>	N/A	na	4.9	6.2	8.3
<b>HISPANIC:</b>	4.2	3.0	6.4	4.5	4.5
<b>MEN</b>	N/A	na	3.9	2.1	3.2
<b>WOMEN</b>	N/A	na	2.5	2.4	1.3
<b>ASIAN/AMER PAC ISL:</b>	0.8	0.8	1.6	1.9	2.2
<b>MEN</b>	N/A	na	0.9	1.0	1.5
<b>WOMEN</b>	N/A	na	0.8	0.9	0.7
<b>AMER IND ALAS NAT:</b>	0.3	0.8	0.5	0.5	1.3
<b>MEN</b>	N/A	na	0.3	0.2	0.7
<b>WOMEN</b>	N/A	na	0.2	0.3	0.6
<b>Total # of Federal Employees</b>	N/A	2,575,144	N/A	N/A	2,522,251

"N/A" means not applicable to analysis.

"na" means not available.

<sup>1</sup> Excludes census categories of sales workers, craft workers, operatives, and laborers

TABLE I-2  
LARGE FEDERAL AGENCY TREND SUMMARY  
1972 AND 1982<sup>1</sup>

AGENCY	TOTAL EMPLOYEES			BLACK				HISPANIC				AMERICAN INDIAN ALASKAN NATIVE				ASIAN AND PACIFIC ISLANDER			
	# TOTAL	# FEM	% FEM	# TOTAL	% FEM	# FEM	% FEM	# TOTAL	% FEM	# FEM	% FEM	# TOTAL	% FEM	# FEM	% FEM	# TOTAL	% FEM	# FEM	% FEM
GOVERNMENT-WIDE																			
1972 <sup>2</sup>	2575144	566544 <sup>4</sup>	22.0	387749	15.1			76586	3.0			20053	.8			21080	.8		
1982 <sup>3</sup>	2522251	894430	35.5	430809	17.1	210489	8.3	113679	4.5	33133	1.3	32871	1.3	15277	.6	54467	2.2	17449	.7
AGRICULTURE																			
1972	89118	20024	22.5	5988	6.7			1758	2.0			393	.4			482	.5		
1982	127324	42740	33.6	8821	6.9	4613	3.6	4626	3.6	1403	1.1	1607	1.3	462	.4	1338	1.1	470	.4
COMMERCE																			
1972	31095	9959	32.0	5417	17.4			321	1.0			56	.2			343	1.1		
1982	32378	13693	42.3	5129	15.8	3358	10.4	667	2.1	270	.8	206	.6	47	.1	563	1.7	161	.5
DEFENSE (SUMMARY)																			
1972	978058			113087	11.6			41789	4.3			2833	.3			10374	1.1		
1982	911090	301505	33.1	118087	13.0	50075	5.5	46619	5.1	12192	1.3	5543	.6	1947	.2	23813	2.6	8816	1.0
AIR FORCE																			
1972	254930	63731	25.0	19690	7.7			20345	8.0			1203	.5			1662	.7		
1982	228490	74304	32.5	20454	9.0	8396	3.7	20348	8.9	5337	2.3	1793	.8	672	.3	4742	2.1	1655	.7
ARMY																			
1972	355307	101040	28.4	39295	11.1			12929	3.6			783	.2			3478	1.0		
1982	331311	121848	36.8	42849	12.9	20888	6.3	14962	4.5	4028	1.2	2259	.7	793	.2	8030	2.4	3441	1.0
NAVY																			
1972	300263	63015	21.0	41975	14.0			7283	2.4			732	.2			4750	1.6		
1982	281940	77087	27.3	41324	14.7	14049	5.0	9179	3.3	2078	.7	1136	.4	322	.1	10150	3.6	3360	1.2
DEFENSE LOGISTICS AGENCY																			
1972	47847			10095	21.1			837	1.7			87	.2			291	.6		
1982	46180	19216	41.6	10741	23.3	5338	11.6	1556	3.4	520	1.1	299	.6	134	.3	531	1.1	226	.5
OFFICE OF THE SECRETARY OF DEFENSE AND OTHER DOD ACTIVITIES																			
1972	19711			2032	10.3			395	2.0			28	.1			193	1.0		
1982	23169	9050	39.6	2719	11.7	1404	6.1	574	2.5	229	1.0	56	.2	26	.1	360	1.6	134	.6
GENERAL SERVICES ADMINISTRATION																			
1972	37593	7785	20.7	13731	36.5			1110	3.0			107	.3			389	1.0		
1982	32455	12006	37.0	11036	34.0	4886	15.1	1188	3.7	339	1.0	235	.7	69	.2	424	1.3	184	.6

<sup>1</sup> The Department of Energy, Environmental Protection Agency, and the Tennessee Valley Authority are excluded from this table due to lack of data. The agencies listed employ 97% of the employees of the Federal Government.

<sup>2</sup> Government-wide 1972 data is for all agencies.

<sup>3</sup> Government-wide 1982 data do not include TVA, Foreign Service and some small agencies.

<sup>4</sup> Government-wide data for women for 1972 includes white-collar workers only. Total Employees include those without MGD's.

<sup>5</sup> Agency-wide totals exclude those without racial/ethnic designations.

TABLE 1-2 (Cont.)

LARGE FEDERAL AGENCY TREND SUMMARY  
1972 AND 1982

	TOTAL EMPLOYEES			BLACK				HISPANIC				AMERICAN INDIAN ALASKAN NATIVE				ASIAN AND PACIFIC ISLANDER			
	# TOTAL	# FEM	% FEM	# TOTAL	% FEM	# FEM	% FEM	# TOTAL	% FEM	# FEM	% FEM	# TOTAL	% FEM	# FEM	% FEM	# TOTAL	% FEM	# FEM	% FEM
HEALTH, EDUCATION AND WELFARE																			
1972	112262	62234	55.4	26155	23.3			2108	1.9			4120	3.7			980	.9		
HEALTH AND HUMAN SERVICES & EDUCATION																			
1982	139165	94554	67.9	36642	26.3	27946	20.1	6094	4.4	414	3.0	5497	3.9	4333	3.1	2096	1.5	1290	.9
HOUSING AND URBAN DEVELOPMENT																			
1972	17577	7009	39.9	3322	18.9			316	1.8			72	.4			148	.8		
1982	14229	6923	48.7	3593	25.3	2441	17.2	736	5.2	317	2.2	72	.5	32	.2	189	1.3	96	.7
INTERIOR																			
1972	63783	16323	25.6	2898	4.5			1321	2.1			10492	16.4			403	.6		
1982	71044	23341	32.9	3438	4.8	1437	2.0	1780	2.5	627	.9	14536	20.5	6367	9.0	765	1.1	269	.4
JUSTICE																			
1972	46418	15122	32.6	4811	10.4			1331	2.9			78	.2			211	.5		
1982	54867	21364	38.9	9717	17.7	6260	11.4	3888	7.1	1179	2.1	214	.4	60	.1	624	1.1	273	.5
LABOR																			
1972	13054	5819	44.6	3667	28.1			334	2.6			46	.4			92	.7		
1982	19004	8418	44.3	4340	22.8	3004	15.8	732	3.9	314	1.7	79	.4	28	.1	176	.9	94	.5
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION																			
1972	27863	4667	16.7	1036	3.7			221	.8			22	.1			182	.7		
1982	22379	5399	24.1	1790	8.0	959	4.3	552	2.5	170	.8	73	.3	29	.1	365	1.6	103	.5
POSTAL SERVICE																			
1972	655396			123348	18.8			17587	2.7			1209	.2			3816	.6		
1982	653854	163567	25.0	134089	20.5	47857	7.3	29727	4.5	5067	.8	1715	.3	651	.1	11296	1.7	2950	.5
STATE																			
1972	18001	6083	33.8	2442	13.6			438	2.4			21	.1			166	.9		
1982	12948	4614	35.6	1723	13.3	1035	8.0	288	2.2	86	.7	35	.3	12	.1	147	1.1	62	.5
TRANSPORTATION																			
1972	66140	10773	16.3	4680	7.1			809	1.2			290	.4			586	.9		
1982	60975	12208	20.0	6117	10.0	2767	4.5	1641	2.7	324	.5	591	1.0	137	.2	1017	1.7	212	.3
TREASURY																			
1972	102813	42107	41.0	15619	15.2			2247	2.2			128	.1			813	.8		
1982	117545	63439	54.0	22107	18.8	16255	13.8	6086	5.2	3311	2.8	398	.3	236	.2	1972	1.7	1026	.9
VETERANS ADMINISTRATION																			
1972	169826	72812	42.9	43592	25.7			3871	2.3			361	.2			1847	1.1		
1982	170210	87361	51.3	46338	27.2	25446	14.9	6729	4.0	2377	1.4	763	.4	365	.2	2009	1.2	1017	.6

TABLE I-3

## GOVERNMENT-WIDE DISTRIBUTION

WITHIN PATCO AND BLUE-COLLAR FOR 1977 AND 1982 <sup>1</sup>

CATE- GORY		TOTAL			WHITE		BLACK				HISPANIC				ASIAN AMERICAN/ PACIFIC ISLANDER				AMERICAN INDIAN/ ALASKAN NATIVE			
		No.	No. WOMEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%
P	1977	300,114	62,362	20.8	52,105	17.4	8,117	2.7	6,770	2.3	3,482	1.2	932	0.3	4086	1.4	1,545	0.5	1144	0.4	1,010	0.3
	1982	270,612	47,328	17.5	36,704	13.6	8,945	3.3	5,693	2.1	5,116	1.9	1,296	0.5	6968	2.6	1,800	0.7	1825	0.7	1,360	0.5
A	1977	362,549	76,992	20.9	60,196	16.4	13,953	3.8	12,413	3.4	6,653	1.8	1,883	0.5	2249	0.6	902	0.2	2227	0.6	1,593	0.4
	1982	399,232	125629	31.5	93,644	23.5	18,882	4.7	23,700	6.0	9,449	2.4	4,303	1.1	3775	0.9	2,191	0.6	2740	0.7	1,324	0.3
T	1977	328,074	125289	38.2	86,334	26.3	21,870	6.6	31,428	9.6	7,200	2.2	2,764	0.8	1719	0.6	1,125	0.3	2916	0.9	3,638	1.1
	1982	343,680	155691	45.3	105121	30.8	21,093	6.2	36,767	10.8	9,050	2.6	5,007	1.5	3221	0.9	2,609	0.8	3938	1.2	5,077	1.5
C	1977	430,056	361135	84.0	271305	63.1	15,916	3.7	71,528	16.6	3,984	0.9	10,820	2.5	938	0.2	3,139	0.7	790	0.2	4,343	1.0
	1982	416,368	357525	85.9	248539	60.1	16,018	3.9	78,920	19.1	4,519	1.1	15,541	3.8	1654	0.4	6,622	1.6	842	0.2	5,469	1.3
O	1977	39,252	2,349	6.0	1,352	3.4	5,941	15.1	770	2.0	2,421	6.2	166	0.4	194	0.5	33	0.1	463	1.2	28	0.1
	1982	51,180	6,820	13.3	4,661	9.1	6,867	13.5	1,509	3.0	2,782	5.5	367	0.7	724	1.4	155	0.3	714	1.4	72	0.1
White Collar Total																						
1977		1465039	628127	42.9	471292	32.2	65,797	4.5	122909	8.4	23,740	1.6	16,565	1.1	9186	0.6	6,744	0.5	7540	0.5	10612	0.7
1982		1481072	692993	46.8	488669	33.0	71,805	4.8	146589	9.9	30,916	2.1	26,514	1.8	16342	1.1	13377	0.9	10059	0.7	13302	0.9
Blue Collar Total																						
1977		471,105	36,438	7.7	15,935	3.4	84,392	17.9	17,940	3.8	26,518	5.7	1,149	0.2	4433	0.9	377	0.1	5154	1.1	1,037	0.2
1982		387,325	37,870	9.8	18,526	4.8	62,283	16.0	15,143	3.9	24,970	6.4	1,546	0.4	12330	3.1	1,122	0.3	6471	1.7	1,324	0.3

<sup>1</sup> Excludes those USPS jobs which are identifiable in the Administrative and Clerical categories for 1977.

TABLE I-4

**DISTRIBUTION WITHIN GROUPS  
ACROSS PATCO CATEGORIES  
FOR 1977 AND 1982<sup>1</sup>**

OCCUPA- TIONAL CATE- GORIES	TOTAL		MEN		WOMEN		WHITE		BLACK		HISPANIC		ASIAN AMERICAN PAC. ISLANDER		AMERICAN IND./ ALASKAN NAT.	
	1977	1982	1977	1982	1977	1982	1977	1982	1977	1982	1977	1982	1977	1982	1977	1982
P	20.5	18.3	28.4	28.3	9.9	6.8	22.7	20.6	7.9	6.7	11.0	11.2	35.3	29.5	11.9	13.6
A	25.1	27.0	34.7	34.7	12.3	18.1	27.1	28.9	14.0	19.5	21.2	23.9	19.8	20.1	21.0	17.4
T	22.4	23.2	24.2	23.9	19.9	22.5	21.3	22.3	28.2	26.5	24.7	24.5	17.9	19.6	36.1	38.6
C	29.4	28.1	8.2	7.5	57.5	51.6	26.5	24.9	46.3	43.5	36.7	34.9	25.6	27.8	28.3	27.0
O	2.7	3.5	4.4	5.6	0.4	1.0	2.4	3.3	3.6	3.8	6.4	5.5	1.4	3.0	2.7	3.4
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

<sup>1</sup> 1982 data exclude all USPS jobs. 1977 data excludes those USPS jobs which are identifiable in the Administrative and Clerical categories.

TABLE I-5

AVERAGE GRADES FOR 1972 & 1982  
OF WHITE-COLLAR FEDERAL EMPLOYEES  
BY SEX AND RACIAL/ETHNIC GROUPS

<u>1972</u>		<u>1982</u> <sup>1</sup>	
<u>GROUP</u>	<u>AVERAGE GRADE</u>	<u>GROUP</u>	<u>AVERAGE GRADE</u>
All Men	9.7	All Men	9.9
Whites	8.5	Whites	8.6
Asian Americans	8.4	Asian Americans	8.0
Hispanics	6.5	Hispanics	7.1
American Indians	5.7	American Indians	6.6
Blacks	5.5	Blacks	6.5
All Women	5.5	All Women	6.2
All Employees	8.0	All Employees	8.1

<sup>1</sup> Since grades 16 - 18 were combined in the CPDF, those in grades 16 - 18 were given a weight of 17, SES was given a weight of 19.

TABLE I-6

GOVERNMENT-WIDE DISTRIBUTION WITHIN GS/GM GRADE RANGES  
FOR 1972 AND 1982 <sup>1</sup>

GRADE RANGE	YEAR	TOTAL NUMBER	MEN		WOMEN		WHITE		BLACK		HISPANIC		ASIAN AMER./ PAC. ISLANDER		AMERICAN IND ALASKAN NAT.	
			Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
GS 1 - 4	1972	305,840	69,749	22.8	236,091	77.2	220,499	72.1	66,254	21.7	10,213	3.3	2,024	0.7	6,850	2.2
	1982	302,297	72,218	23.9	230,079	76.1	200,387	66.3	70,948	23.5	16,152	5.3	5,797	1.9	9,013	3.0
GS 5 - 8	1972	393,766	152,108	38.6	241,658	61.4	318,023	80.8	59,047	15.0	9,532	2.4	3,276	0.8	3,547	0.9
	1982	462,508	157,504	34.1	305,004	65.9	336,360	72.7	89,949	19.4	20,024	4.3	9,318	2.0	6,857	1.5
GS 9 - 12	1972	448,546	368,087	82.1	80,459	17.9	411,575	91.8	23,260	5.2	6,832	1.5	4,687	1.0	2,192	0.5
	1982	503,152	369,166	73.4	133,986	26.6	421,262	83.7	46,788	9.3	17,653	3.5	11,255	2.2	6,194	1.2
GS/GM 13 - 15	1972	176,819	168,675	95.4	8,144	4.6	168,591	95.3	4,752	2.7	1,463	0.8	1,583	0.9	430	0.2
	1982	197,691	178,771	90.4	18,920	9.6	179,212	90.7	10,388	5.3	3,538	1.8	3,301	1.7	1,252	0.6
GS/GM 16 - 18 incl. SES	1972	5,783	5,591	96.7	192	3.3	5,589	96.6	134	2.3	31	0.5	19	0.3	10	0.2
	1982	7,365	6,905	93.8	460	6.2	6,892	93.6	317	4.3	63	0.9	48	0.7	45	0.6
TOTAL	1972	1,330,754	782,250	59.6	566,544	40.4	1,124,618	80.4	153,447	11.5	28,071	2.1	11,589	0.9	13,029	1.0
	1982	1,481,072 <sup>2</sup>	788,079 <sup>3</sup>	53.2	692,993 <sup>4</sup>	46.8	1,144,130 <sup>5</sup>	77.3	218,394 <sup>6</sup>	14.7	57,430	3.9	29,719	2.0	23,361	1.

<sup>1</sup> 1972 data are for full time employees; 1982 data are for all employees.<sup>2</sup> Includes 21 for whom no grade was specified and 8,038 employees for whom no race/ethnic designation was provided.<sup>3</sup> Includes 19 for whom no grade was specified and 3,496 employees for whom no race/ethnic designation was provided.<sup>4</sup> Includes 2 for whom no grade was specified and 4,592 employees for whom no race/ethnic designation was provided.<sup>5</sup> Includes 17 for whom no grade was specified.<sup>6</sup> Includes 4 for whom no grade was specified.



TABLE I-7

GOVERNMENT-WIDE DISTRIBUTION  
ACROSS GRADE RANGES  
FOR 1972 AND 1982

GRADE RANGE	TOTAL WHITE COLLAR		ALL MEN		ALL WOMEN		WHITE		BLACK		HISPANIC		ASIAN AMERICAN PAC. ISLANDER		AMERICAN IND./ALASKAN NAT.	
	1972	1982	1972	1982	1972	1982	1972	1982	1972	1982	1972	1982	1972	1982	1972	1982
GS 1 - 4	23.0	20.4	9.1	9.2	41.7	33.2	19.6	17.5	43.2	32.5	36.4	28.1	17.5	19.5	52.6	38.6
GS 5 - 8	29.6	31.2	19.9	20.0	42.7	44.0	28.3	29.4	38.5	41.2	34.0	34.9	28.3	31.4	27.2	29.4
GS 9 - 12	33.7	34.0	48.2	46.8	14.2	19.3	36.6	36.8	15.2	21.4	24.3	30.7	40.4	37.9	16.8	26.5
GS/GM 13 - 15	13.3	13.3	22.1	22.7	1.4	2.7	15.0	15.7	3.1	4.8	5.2	6.2	13.7	11.1	3.3	5.4
GS/GM 16 - 18 incl. SES	0.4	0.5	0.7	0.9	0.03	0.1	0.5	0.6	0.1	0.1	0.1	0.1	0.2	0.2	0.1	0.2
TOTAL	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

TABLE I-8

1982 AVERAGE GRADES<sup>1</sup> OF WHITE-COLLAR  
FEDERAL EMPLOYEES BY SEX-SPECIFIC  
RACIAL/ETHNIC GROUPS

<u>Group</u>	<u>Avg. Grade</u>
White Men	10.3
Asian Men	9.7
Hispanic Men	8.4
American Indian Men	8.1
Black Men	7.7
Asian Women	6.3
White Women	6.3
Black Women	5.8
Hispanic Women	5.6
American Indian Women	5.4

<sup>1</sup> Since grades 16-18 were combined in the CPDF, those in grades 16-18 were given a weight of 17, SES was given a weight of 19.

TABLE I-9

GOVERNMENT-WIDE DISTRIBUTION OF BLUE-COLLAR EMPLOYEES  
FOR 1972 AND 1982

YEAR	TOTAL NUMBER	MEN		WOMEN		WHITE		BLACK		HISPANIC		ASIAN AMER./ PAC. ISLANDER		AMERICAN IND ALASKAN NAT.	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
1972	504,837	N/A	- <sup>1</sup>	N/A	-	361,519	71.6	102,885	20.4	29,717	5.9	5,080	1.0	5,636	1.1
1982	387,325	349,455	90.2	37,870	9.8	262,136	67.7	77,426	20.0	26,516	6.8	13,452	3.5	7,795	2.0

<sup>1</sup> No data were available by sex in 1972.

TABLE 1-10  
GOVERNMENT-WIDE PATCO AND BLUE COLLAR CHANGES  
1981 AND 1982

		TOTAL			WHITE		BLACK				HISPANIC				ASIAN AMERICAN/ PACIFIC ISLANDER				AMERICAN INDIAN/ ALASKAN NATIVE			
		No.	No. WOMEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%
P	1981	272561	47542	17.4	37268	13.8	9059	3.4	5670	2.1	4891	1.8	1202	.4	5235	1.9	1590	.6	1904	.7	1252	.5
	1982	270612	47328	17.5	36704	13.6	8945	3.3	5693	2.1	5116	1.9	1296	.5	6968	2.6	1800	.7	1825	.7	1360	.5
A	1981	380198	112293	29.5	83893	22.3	17936	4.8	20917	5.6	18773	2.3	3754	1.0	2576	.7	1538	.3	2650	.7	1173	.3
	1982	399232	125629	31.5	93644	23.5	18802	4.7	23700	6.0	9449	2.4	4309	1.1	3775	.9	2191	.6	2740	.7	1324	.3
T	1981	357403	161736	45.3	109926	31.2	21733	6.2	37822	10.7	9543	2.7	5135	1.5	1988	.6	1843	.5	4132	1.2	4910	1.4
	1982	343680	155691	45.3	105121	30.8	21093	6.2	36767	10.8	9050	2.6	5007	1.5	3221	.9	2609	.8	3938	1.2	5077	1.5
C	1981	424374	365880	86.2	256483	61.5	16076	3.9	78919	18.9	4400	1.1	15242	3.6	1116	.3	4089	1.0	865	.2	5311	1.3
	1982	416368	357525	85.9	248539	60.1	16018	3.9	79820	19.1	4519	1.1	15541	3.8	1654	.4	6622	1.6	842	.2	5469	1.3
O	1981	39442	3308	8.4	2073	5.4	6294	16.3	877	2.3	2558	6.6	218	.6	266	.7	64	.2	576	1.5	40	.1
	1982	51180	6820	13.3	4661	9.1	6867	13.5	1509	3.0	2782	5.5	367	.7	724	1.4	155	.3	714	1.4	72	.1
White Collar Total																						
1981		1474068	690759	46.9	489643	33.2	71098	4.8	144205	9.8	30165	2.0	25551	1.7	1118	0.8	9124	0.6	10136	0.7	12686	0.9
Total 1982		1481072	692993	46.8	488669	33.0	71805	4.8	66160	4.4	30916	2.0	26520	1.8	16342	1.1	13377	.9	10059	.7	13302	.9
Blue Collar Total																						
1981		403489	39539	9.8	18778	4.7	66800	16.6	16286	4.0	25713	6.4	1559	.4	4483	1.1	957	.2	6136	1.5	1338	.3
Total 1982		387325	37870	9.8	18526	4.8	62283	16.0	15143	3.9	24970	6.4	1546	.4	2330	3.1	1122	.3	6471	1.7	1324	.3

PATCO --- Professional, Administrative, Technical, Clerical and Other occupational categories.  
 White Collar --- includes all GS, GM, and SES (other white collar employees are not included)  
 Blue Collar --- includes all WC, WD, WN, WL, WS and other non-white collar Federal pay systems.  
 Data --- number of employees as of September 30, 1981 & 82

## DEPARTMENT OF AGRICULTURE

		TOTAL			WHITE		BLACK				HISPANIC				ASIAN AMERICAN/ PACIFIC ISLANDER				AMERICAN INDIAN/ ALASKAN NATIVE			
		No.	No. WOMEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%
P	1981	32,653	2,745	8.4	2,405	7.4	954	2.9	159	.5	654	2.0	62	.2	422	1.3	105	.3	206	.6	14	.1
	1982	32,244	2,764	8.6	2,401	7.4	960	3.0	167	.5	653	2.0	70	.2	550	1.7	111	.3	221	.7	15	0.4
A	1981	15,781	4,374	27.7	3,586	22.7	615	3.9	561	3.6	320	2.0	141	.9	65	.4	55	.3	89	.6	31	.2
	1982	15,836	5,079	32.6	4,152	26.2	613	3.9	682	4.3	328	2.1	144	.9	76	.5	64	.4	87	.5	37	.2
T	1981	53,221	13,731	25.8	11,808	22.2	1,679	3.2	1,219	2.3	1,932	3.6	393	.7	190	.4	114	.2	782	1.5	197	.4
	1982	50,932	13,248	26.0	11,258	22.1	1,563	3.1	1,213	2.4	1,758	3.5	458	.9	195	.4	129	.3	687	1.3	190	.4
C	1981	22,312	20,883	93.6	17,160	76.9	367	1.6	2,549	11.4	90	.4	753	3.4	17	.1	131	.6	13	.1	290	1.3
	1982	20,837	19,483	95.5	15,925	76.4	332	1.6	2,430	11.7	82	.4	687	3.3	19	0.9	150	.7	15	0.7	291	1.4
O	1981	1,160	482	41.6	381	32.8	138	11.9	53	4.6	73	6.3	27	2.3	25	2.2	18	1.6	14	1.2	3	.3
	1982	866	398	46.5	309	35.7	86	9.9	53	6.1	49	5.7	20	2.3	10	1.2	11	1.3	4	.5	5	.6
White Collar Total																						
1981		125,127	42,215	33.7	35,340	28.2	3,753	3.0	4,541	3.6	3,069	2.5	1,376	1.1	719	.6	423	.3	1104	.9	535	.4
Total 1982		120,715	40,972	33.9	34,045	28.2	3,554	2.9	4,545	3.8	2,870	2.4	1,379	1.1	850	.7	465	.4	1014	.8	538	.4
Blue Collar Total																						
1981		6,374	940	14.7	816	12.8	664	10.4	76	1.2	334	5.2	21	.3	22	.3	6	0.1	127	2.0	21	.3
Total 1982		6,609	1,056	16.0	935	14.1	654	9.9	68	1.0	353	5.3	24	.4	18	.3	5	.07	131	0.2	24	.4

PATCO --- Professional, Administrative, Technical, Clerical and Other occupational categories.

White Collar --- includes all GS, GM, and SES (other white collar employees are not included)

Blue Collar --- includes all WC, WD, WN, WL, WS and other non-white collar Federal pay systems.

Data --- number of employees as of September 30, 1981 &amp; 82

## DEPARTMENT OF COMMERCE

		TOTAL			WHITE		BLACK				HISPANIC				ASIAN AMERICAN/ PACIFIC ISLANDER				AMERICAN INDIAN/ ALASKAN NATIVE			
		No.	No. WOMEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%
P	1981	9,520	1,266	13.3	975	10.2	374	3.9	219	2.3	108	1.1	37	.4	219	2.3	31	.3	11	.1	4	0.4
	1982	9,667	1,348	13.9	1,031	10.7	378	3.9	246	2.5	114	1.1	33	.3	249	2.6	38	.4	9	0.1		
A	1981	5,119	1,761	34.4	1,355	26.5	335	6.5	332	6.5	85	1.7	39	.8	33	.6	29	.6	10	.2	6	.1
	1982	5,305	1,910	36.0	1,421	26.8	338	6.4	404	7.6	85	1.6	48	.9	39	.7	32	.6	14	.3	5	0.9
T	1981	7,063	2,257	32.0	1,499	21.2	456	6.5	707	10.0	108	1.5	38	.5	39	.6	15	.1	38	.5	8	.1
	1982	6,890	2,131	30.9	1,421	20.6	441	6.4	646	9.4	126	1.8	35	.5	90	1.3	22	.3	32	.5	7	.1
C	1981	9,525	8,441	88.6	6,170	64.8	381	4.0	2,033	21.3	26	.3	161	1.7	11	.1	56	.6	1	0.1	21	.2
	1982	9,028	8,016	88.8	5,795	64.2	338	3.7	1,981	21.9	29	.3	147	1.6	13	.1	65	.7			28	.3
O	1981	324	102	31.5	64	19.8	53	16.4	23	7.1	12	3.7	8	2.5	7	2.2	7	2.2				
	1982	383	116	30.2	75	19.6	49	12.8	29	7.6	18	4.7	7	1.8	8	2.0	4	1.0			1	.3
White Collar Total																						
Total		31,551	13,837	43.9	10,063	31.9	1,599	5.1	3,314	10.5	329	1.0	283	.9	309	1.0	138	.4	60	.2	39	.1
Total		31,273	13,521	43.2	9,743	31.2	1,544	4.9	3,306	10.6	372	1.2	270	.9	399	1.3	161	.5	58	.2	45	.1
Blue Collar Total																						
Total		1,220	225	18.4	144	11.8	254	20.8	75	6.1	28	2.3	2	.2	3	.2			73	6.0	4	.3
Total		1,105	145	13.1	91	8.2	227	20.5	52	4.7	25	2.3			3	.3			101	9.1	2	.2

PATCO --- Professional, Administrative, Technical, Clerical and Other occupational categories.

White Collar --- includes all GS, GM, and SES (other white collar employees are not included)

Blue Collar --- includes all WG, WD, WN, WL, WS and other non-white collar Federal pay systems.

Data --- number of employees as of September 30, 1981 &amp; 82

## DEPARTMENT OF THE AIR FORCE

		TOTAL			WHITE		BLACK				HISPANIC				ASIAN AMERICAN/ PACIFIC ISLANDER				AMERICAN INDIAN/ ALASKAN NATIVE			
		No.	No. WOMEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%
P	1981	16,586	1,906	11.5	1,602	9.7	361	2.2	176	1.1	411	2.5	74	.4	285	1.7	40	.2	81	.5	14	.1
	1982	17,708	2,043	11.5	1,690	9.5	411	2.3	194	1.1	482	2.7	82	.5	461	2.6	62	.4	71	.4	15	.1
A	1981	37,978	9,574	25.2	8,091	21.3	1,156	3.0	780	2.1	1,407	3.7	510	1.3	229	.6	105	.3	137	.4	88	.2
	1982	42,498	11,964	28.2	10,042	23.6	1,345	3.2	1,008	2.4	1,647	3.9	627	1.5	478	1.1	180	.4	203	.5	107	.3
T	1981	31,087	11,857	38.1	9,597	30.9	1,091	3.5	1,338	4.3	1,835	5.9	712	2.3	139	.4	126	.4	120	.4	84	.3
	1982	30,918	11,985	38.8	9,520	30.8	1,214	3.9	1,372	4.4	1,822	5.9	780	2.5	331	1.1	208	.7	133	.4	105	.3
C	1981	47,021	41,107	87.4	32,791	69.7	870	1.9	4,420	9.4	854	1.8	3,014	6.4	71	.2	545	1.2	35	.1	337	.7
	1982	47,590	41,855	88.0	32,573	68.4	903	1.9	4,602	9.7	826	1.7	3,240	6.8	156	.3	1,063	2.2	33	0.7	377	.8
O	1981	4,447	210	4.7	157	3.5	423	9.5	35	.8	300	6.7	9	.2	18	.4	6	.1	29	.7	3	.1
	1982	4,593	276	6.0	205	4.5	439	9.6	40	.9	309	6.7	19	.4	54	1.2	7	.2	25	.5	5	.1
White Collar																						
Total 1981		137,119	65,367	47.2	52,238	38.1	3,901	2.8	6,749	4.9	4,807	3.5	4,319	3.1	742	.5	822	.6	402	.3	526	.4
Total 1982		143,307	68,123	47.5	54,030	37.7	4,312	3.0	7,216	5.0	5,086	3.5	4,748	3.3	1,480	1.0	1,520	1.1	465	.3	609	.4
Blue Collar																						
Total 1981		83,179	5,826	7.0	3,893	4.7	7,903	9.5	1,227	1.5	10,086	12.1	564	0.7	496	0.6	88	0.1	602	0.7	54	0.1
Total 1982		85,183	6,112	7.2	4,106	4.8	7,746	9.0	1,213	1.4	9,925	11.7	593	.7	1,607	1.9	137	.2	656	.8	63	.07

FAICO --- Professional, Administrative, Technical, Clerical and Other occupational categories.  
 White Collar --- Includes all GS, GE, and SES (other white collar employees are not included)  
 Blue Collar --- Includes all WS, WD, WU, WL, WS and other non-white collar Federal pay systems.  
 Data --- number of employees as of September 30, 1981 & 82

## DEPARTMENT OF THE ARMY

		TOTAL			WHITE		BLACK				HISPANIC				ASIAN AMERICAN/ PACIFIC ISLANDER				AMERICAN INDIAN/ ALASKAN NATIVE			
		No.	No. WOMEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%
P	1981	39,607	6,198	15.6	5,119	13.0	1,060	2.7	680	1.7	872	2.2	183	.5	993	2.5	196	.5	120	.3	20	.1
	1982	41,321	6,759	16.4	5,449	13.2	1,138	2.8	776	1.9	940	2.3	208	.5	1,293	3.1	308	.7	121	.3	18	.1
A	1981	53,834	15,334	28.5	12,630	23.5	2,079	3.9	2,091	3.9	839	1.6	312	.6	581	1.1	224	.4	201	.4	77	.1
	1982	58,322	17,738	30.4	14,397	24.7	2,293	3.9	2,485	4.3	945	1.6	400	.7	799	1.4	366	.6	236	.4	90	.2
T	1981	51,775	20,646	39.9	15,840	30.6	2,541	4.9	3,772	7.3	1,499	2.9	597	1.2	311	.6	292	.6	200	.4	139	.3
	1982	52,512	21,404	40.8	16,101	30.7	2,694	5.1	3,913	7.5	1,497	2.9	662	1.3	557	1.1	581	1.1	209	.4	147	.3
C	1981	80,495	67,809	84.2	53,731	66.8	2,441	3.0	10,472	13.0	1,063	1.3	2,337	2.9	198	.2	908	1.1	71	.1	361	.4
	1982	79,071	66,372	83.9	51,388	65.0	2,595	3.3	10,661	13.5	1,046	1.3	2,322	2.9	329	.4	1,571	2.0	87	.1	430	.5
O	1981	6,464	294	4.5	203	3.1	762	11.8	76	1.2	430	6.7	13	.2	30	.5	2	.1	31	.5		
	1982	6,086	254	4.2	178	2.9	750	12.3	47	.8	406	6.7	11	.2	41	.7	7	.1	37	.6	11	.2
White Collar																						
Total 1981		232,175	110,281	47.5	87,529	37.7	8,883	3.8	17,091	7.4	4,703	2.0	3,442	1.5	2,113	.9	1,622	.7	623	.3	597	.3
Total 1982		237,312	112,527	47.4	87,513	36.9	9,470	4.0	17,882	7.5	4,834	2.0	3,603	1.5	3,019	1.3	2,833	1.2	690	.3	696	.3
Blue Collar																						
Total 1981		93,261	9,997	10.7	5,416	5.8	12,401	13.3	3,305	3.5	5,900	6.3	431	0.5	554	0.6	649	0.7	691	0.7	91	0.1
Total 1982		93,999	9,256	9.8	5,120	5.4	12,491	13.3	3,006	3.2	6,100	6.5	425	.5	1,570	1.7	608	.6	776	.8	97	.1

PATCO --- Professional, Administrative, Technical, Clerical and Other occupational categories.  
 White Collar --- includes all GS, GM, and SES (other white collar employees are not included)  
 Blue Collar --- includes all WG, WD, WN, WL, WS and other non-white collar Federal pay systems.  
 Data --- number of employees as of September 30, 1981 & 82



## NAVY

		TOTAL			WHITE		BLACK				HISPANIC				OTHER*			
		No.	No. WOMEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%
P	1981	33,818	2,896	8.6	2,407	7.1	843	2.5	277	.8	394	1.2	40	.1	1118	3.3	172	.5
	1982	35,190	3,276	9.3	2,714	7.7	881	2.5	320	.9	455	1.3	49	.1	1300	3.7	193	.5
A	1981	34,988	10,723	30.6	9,040	25.8	1,381	3.9	1,365	3.9	466	1.3	194	.6	393	1.1	124	.4
	1982	37,676	12,135	32.2	10,158	27.0	1,526	4.1	1,567	4.2	521	1.4	233	.6	512	1.4	177	.5
T	1981	34,883	12,078	34.6	9,142	26.2	1,983	5.7	2,392	6.9	606	1.7	279	.8	580	1.7	265	.8
	1982	36,750	13,055	35.5	9,819	26.7	2,148	5.8	2,594	7.1	660	1.8	339	.9	699	1.9	303	.8
C	1981	47,346	41,144	86.9	32,506	68.7	1,577	3.3	6,981	14.7	228	.5	962	2.0	423	.9	695	1.5
	1982	48,911	42,206	86.3	32,696	66.8	1,652	3.4	7,574	15.5	245	.5	1,122	2.3	608	1.2	814	1.7
O	1981	8,850	718	8.1	420	4.7	1,229	13.9	232	2.6	413	4.7	44	.5	135	1.5	22	.2
	1982	9,181	913	9.9	535	5.8	1,221	13.3	283	3.1	432	4.7	67	.7	168	1.8	28	.3
White Collar																		
Total 1981		159,885	57,559	42.3	53,515	33.5	7,013	4.4	11,247	7.0	2,107	1.3	1,519	1.0	2649	1.7	1,278	.8
Total 1982		167,708	71,585	42.7	55,922	33.3	7,428	4.4	12,338	7.4	2,313	1.4	1,810	1.1	3287	2.0	1,515	.9
Blue Collar																		
Total 1981		123,912	6,046	4.9	3,321	2.7	24,079	19.4	2,376	1.9	5,315	4.3	209	.2	3511	2.8	140	.1
Total 1982		128,455	6,784	5.3	3,847	3.0	24,403	19.0	2,539	2.0	5,528	4.3	238	.2	4244	3.3	160	.1

PATCO --- Professional, Administrative, Technical, Clerical and Other occupational categories.  
 White Collar --- includes all GS, CN, and SES (other white collar employees are not included)  
 Blue Collar --- includes all WC, WD, WN, WL, WS and other non-white collar Federal pay systems.  
 Data --- number of employees as of September 30, 1981 & 82

\*OTHER includes Asian Americans, Pacific Islanders, American Indians & Alaskan Natives.

## DEFENSE LOGISTICS AGENCY

		TOTAL			WHITE		BLACK				HISPANIC				ASIAN AMERICAN/ PACIFIC ISLANDER				AMERICAN INDIAN/ ALASKAN NATIVE			
		No.	No. WOMEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%
P	1981	1,541	139	9.0	97	6.3	68	4.4	33	2.1	26	1.7	7	.5	32	2.1	2	.1	7	.5		
	1982	1,622	153	9.4	107	6.6	76	4.7	35	2.2	28	1.7	6	.4	41	2.5	3	.2	7	.4	2	.1
A	1981	18,280	4,692	25.7	3,385	18.5	1,155	6.3	1,182	6.5	327	1.8	58	.3	124	.7	37	.2	71	.4	30	.2
	1982	19,214	5,344	27.8	3,827	19.9	1,247	6.5	1,341	7.0	377	2.0	83	.4	146	.8	54	.3	97	.5	39	.2
T	1981	4,323	2,350	54.4	1,562	36.1	437	10.1	710	16.4	59	1.4	38	.9	28	.6	26	.6	7	.2	14	.3
	1982	4,393	2,377	54.1	1,553	35.4	451	10.3	723	16.5	64	1.5	50	1.1	25	.6	28	.6	10	.2	23	.5
C	1981	11,772	10,113	85.9	7,157	60.8	573	4.9	2,508	21.3	61	.5	299	2.5	17	.1	100	.8	5	0.1	49	.4
	1982	12,060	10,265	85.1	7,021	58.2	667	5.5	2,717	22.5	66	.5	336	2.8	22	.2	130	1.1	3	.1	61	.5
O	1981	394	40	10.2	26	6.6	107	27.2	14	3.6	10	2.5			1	.3			3	.8		
	1982	408	55	13.5	33	8.1	109	26.7	20	4.9	7	1.7					2	.5	4	1.0		
White Collar																						
Total 1981		36,310	17,334	47.7	12,227	33.7	2,340	6.4	4,447	12.2	483	1.3	402	1.1	202	.6	165	.5	93	.3	93	.3
Total 1982		37,694	18,194	47.5	12,541	32.5	2,550	6.8	4,836	12.8	542	1.4	475	1.3	234	.6	217	.6	121	.3	125	.3
Blue Collar																						
Total 1981		8,322	911	10.9	410	4.9	2,842	34.1	448	5.4	487	5.9	37	0.4	62	0.7	8	0.1	37	0.4	8	0.1
Total 1982		8,486	1,006	11.9	441	5.2	2,853	33.6	502	5.9	494	5.8	45	.5	71	.8	9	.1	44	.5	9	.1

PATCO --- Professional, Administrative, Technical, Clerical and Other occupational categories.

White Collar --- includes all GS, GM, and SES (other white collar employees are not included)

Blue Collar --- includes all WG, WD, WN, WL, WS and other non-white collar Federal pay systems.

Data --- number of employees as of September 30, 1981 &amp; 82

OFFICE OF THE SECRETARY AND OTHER DEFENSE ACTIVITIES

		TOTAL			WHITE		BLACK				HISPANIC				ASIAN AMERICAN/ PACIFIC ISLANDER				AMERICAN INDIAN/ ALASKAN NATIVE			
		No.	No. WOMEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%
P	1981	8,737	1,305	14.9	1,015	11.6	427	4.9	204	2.3	180	2.1	26	.3	155	1.8	45	.5	36	.4	15	.2
	1982	8,719	1,358	15.6	1,074	12.3	413	4.7	206	2.4	184	2.1	31	.4	163	1.9	45	.5	18	.2	2	.1
A	1981	5,629	1,223	21.7	1,037	18.4	216	3.8	145	2.6	58	1.0	24	.4	37	.7	14	.2	7	.1	3	.1
	1982	6,110	1,405	23.1	1,163	19.0	245	4.0	183	3.0	68	1.1	37	.6	43	.7	20	.3	6	.1	2	.1
T	1981	3,028	1,924	63.5	1,510	49.9	193	6.4	321	10.6	47	1.6	57	1.9	12	.4	29	1.0	2	.1	7	.2
	1982	3,052	2,010	65.9	1,566	51.3	205	6.7	347	11.4	35	1.1	63	2.1	15	.5	24	.8	3	.1	10	.3
C	1981	4,452	4,074	91.5	3,333	74.9	114	2.6	606	13.6	11	.2	82	1.8	2	.1	38	.9	3	.1	15	.3
	1982	4,377	3,997	91.3	3,206	73.2	125	2.9	640	14.6	12	.3	94	2.1	3	.1	45	1.0	2	.1	12	.3
O	1981	181	11	6.1	8	4.4	61	33.7	3	1.7	6	3.3			1	.6						
	1982	192	27	14.1	21	10.9	60	31.3	5	2.6	5	2.6	1	.5	1	.5						
White Collar																						
Total 1981		22,027	8,537	38.8	6,903	31.3	1,011	4.6	1,279	5.8	302	1.4	189	.9	207	.9	126	.6	48	.2	40	.2
Total 1982		22,450	8,797	39.2	7,030	31.3	1,048	4.7	1,381	6.2	304	1.4	226	1.0	225	1.0	134	.6	29	.1	26	.1
Blue Collar																						
Total 1981		727	49	6.7	20	2.8	281	38.7	24	3.3	39	5.4	5	0.7	1	0.1						
Total 1982		719	50	7.1	24	3.3	267	37.1	23	3.2	41	5.7	3	.4	1	.1			1	.1		

PATCO --- Professional, Administrative, Technical, Clerical and Other occupational categories.

White Collar --- includes all GS, GM, and SES (other white collar employees are not included)

Blue Collar --- includes all WG, WD, WN, WL, WS and other non-white collar Federal pay systems.

Data --- number of employees as of September 30, 1981 &amp; 82

## DEPARTMENT OF EDUCATION

		TOTAL			WHITE		BLACK				HISPANIC				ASIAN AMERICAN/ PACIFIC ISLANDER				AMERICAN INDIAN/ ALASKAN NATIVE			
		No.	No. WOMEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%
P	1981	1,743	641	36.8	431	24.7	133	7.6	184	10.6	34	2.0	17	1.0	18	1.0	7	.4	7	.4	2	.1
	1982	1,479	520	35.2	338	22.9	120	8.1	164	11.1	32	2.2	10	.7	15	1.0	6	.4	5	.3	2	.1
A	1981	2,059	969	47.1	576	28.0	219	10.6	338	16.4	45	2.2	39	1.9	20	1.0	14	.7	3	.1	2	.1
	1982	2,164	1,054	48.7	580	26.8	244	11.3	421	19.5	45	2.1	38	1.8	18	.8	13	.6	2	.1	2	0.9
T	1981	855	638	74.7	276	32.3	86	10.1	350	40.9	7	.8	9	1.1	4	.5	2	.2	1	.1	1	.2
	1982	549	430	78.3	166	30.2	52	9.5	252	45.9	3	.5	8	1.5	3	.5	2	.4	1	.2	2	.4
C	1981	1,616	1,387	85.8	507	31.4	111	6.9	825	51.1	7	.4	34	2.1			17	1.1			4	.2
	1982	1,290	1,103	85.5	393	30.5	90	7.0	667	51.7	2	.2	24	1.9	6	.5	15	1.2			4	.3
O	1981	2	2	100	1	50			1	50												
	1982																					
White Collar Total 1981		6,275	3,637	58.0	1,791	28.5	549	8.7	1,698	27.1	93	1.5	99	1.6	42	.7	40	.6	11	.2	9	.1
Total 1982		5,482	3,107	56.7	1,477	26.9	506	9.2	1,504	27.4	82	1.5	80	1.5	42	.8	36	.7	8	.1	10	.2
Blue Collar Total 1981		14					11	78.6														
Total 1982		14					11	78.6														

PATCO --- Professional, Administrative, Technical, Clerical and Other occupational categories.  
 White Collar --- includes all GS, GM, and SES (other white collar employees are not included)  
 Blue Collar --- includes all WG, WD, WN, WL, WS and other non-white collar Federal pay systems.  
 Data --- number of employees as of September 30, 1981 & 82

		TOTAL			WHITE		BLACK				HISPANIC				ASIAN AMERICAN/ PACIFIC ISLANDER				AMERICAN INDIAN/ ALASKAN NATIVE			
		No.	No. WOMEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%
P	1981	6,405	668	10.4	566	8.8	169	2.6	66	1.0	99	1.5	7	.1	144	2.2	23	.4	17	.3	6	.1
	1982	5,890	635	10.8	535	9.1	161	2.7	65	1.1	103	1.7	7	.1	131	2.2	25	.4	17	.3	3	0.5
A	1981	5,067	1,480	29.2	1,206	23.8	198	3.9	203	4.0	94	1.9	36	.7	43	.8	24	.5	20	.4	11	.2
	1982	4,845	1,480	30.5	1,194	24.6	197	4.1	210	4.3	94	1.9	44	.9	38	.8	24	.5	14	.3	8	.2
T	1981	1,948	985	50.6	726	37.3	81	4.2	185	9.5	39	2.0	49	2.5	13	.7	20	1.0	13	.7	5	.3
	1982	1,885	917	48.6	684	36.3	87	4.6	165	8.8	32	1.7	48	2.5	16	.8	11	.6	12	.6	8	.4
C	1981	3,689	3,370	91.4	2,400	65.1	110	3.0	770	20.9	22	.6	134	3.6	3	.1	39	1.1	2	.1	27	.7
	1982	3,507	3,214	91.6	2,283	65.1	98	2.8	735	21.0	23	.7	135	3.8	3	.1	38	1.1	3	.1	23	.7
O	1981	557	28	5.0	24	4.3	16	2.9	4	.7	189	33.9			2	.4			20	3.6		
	1982	466	25	5.4	20	4.3	15	3.2	5	1.1	114	24.5			2	.4			16	3.4		
White Collar																						
Total 1981		17,666	6,531	37.0	4,922	27.9	574	3.2	1,228	7.0	443	2.5	226	1.3	205	1.2	106	.6	72	.4	49	.3
Total 1982		16,593	6,270	37.8	4,716	28.4	558	3.4	1,180	7.1	366	2.2	234	1.4	190	1.1	98	.6	62	.4	42	.3
Blue Collar																						
Total 1981		187	3	1.6	2	1.1	40	21.4	1	0.5	19	10.2										
Total 1982		127	2	1.6	1	.8	32	25.1	1	.8	19	15.0										

PATCO --- Professional, Administrative, Technical, Clerical and Other occupational categories.  
White Collar --- includes all GS, GN, and SES (other white collar employees are not included)  
Blue Collar --- includes all WG, WD, WN, WL, WS and other non-white collar Federal pay systems.  
Data --- number of employees as of September 30, 1981 & 82

## GENERAL SERVICES ADMINISTRATION

		TOTAL			WHITE		BLACK				HISPANIC				ASIAN AMERICAN/ PACIFIC ISLANDER				AMERICAN INDIAN/ ALASKAN NATIVE			
		No.	No. WOMEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%
P	1981	1,814	298	16.4	220	12.1	100	5.5	53	2.9	22	1.2	7	.4	72	4.0	15	.8	7	.4	3	.2
	1982	1,650	277	16.8	202	12.2	93	5.6	57	3.5	19	1.2	6	.4	65	3.9	10	.6	7	.4	2	.1
A	1981	6,699	2,244	33.5	1,556	23.2	497	7.4	577	8.6	117	1.7	49	.7	40	.6	49	.7	21	.3	13	.2
	1982	6,236	2,151	34.5	1,470	23.6	462	7.4	563	9.0	106	1.7	52	.8	44	.7	55	.9	18	.3	11	.2
T	1981	2,903	1,621	55.8	982	33.8	318	11.0	564	19.4	33	1.1	45	1.6	26	.9	20	.7	6	.2	10	.3
	1982	2,752	1,579	57.4	924	33.6	284	10.3	578	21.0	32	1.2	40	1.5	22	.8	26	.9	7	.3	11	.4
C	1981	8,689	6,758	77.8	4,057	46.7	701	8.1	2,318	26.7	83	1.0	254	2.9	25	.3	91	1.0	3	.1	38	.4
	1982	7,581	5,831	76.9	3,476	45.9	626	8.3	2,025	26.7	71	.9	203	2.7	25	.3	91	1.2	4	.1	36	.5
O	1981	2,931	195	6.7	123	4.2	1,164	39.7	63	2.1	95	3.2	7	.2	15	.5	1	0.1	11	.4	1	0.1
	1982	2,617	179	6.8	117	4.5	1,059	40.5	52	2.0	73	2.8	7	.3	17	.6	2	.1	11	.4	1	.1
White Collar																						
Total																						
1981		23,036	11,116	48.3	6,938	30.1	2,780	12.1	3,575	15.5	350	1.5	362	1.6	178	.8	176	.8	48	.2	65	.3
Total																						
1982		20,836	10,017	48.1	6,189	29.7	2,524	12.1	3,275	15.7	301	1.4	308	1.5	173	.8	184	.9	47	.2	61	.3
Blue Collar																						
Total																						
1981		12,478	2,108	16.9	315	2.5	3,952	31.7	1,747	14.0	598	4.8	30	.2	114	.9	9	.1	66	.5	7	.1
Total																						
1982		11,619	1,938	16.7	288	2.5	3,626	31.2	1,611	13.9	556	4.8	31	.3	127	1.1			59	.5	8	0.1

PATCO --- Professional, Administrative, Technical, Clerical and Other occupational categories.  
 White Collar --- includes all GS, GM, and SES (other white collar employees are not included)  
 Blue Collar --- includes all WG, WD, WN, WL, WS and other non-white collar Federal pay systems.  
 Data --- number of employees as of September 30, 1981 & 82

## HEALTH AND HUMAN SERVICES

		TOTAL			WHITE		BLACK				HISPANIC				ASIAN AMERICAN/ PACIFIC ISLANDER				AMERICAN INDIAN/ ALASKAN NATIVE			
		No.	No. WOMEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%
P	1981	19,072	8,386	44.0	6,192	32.5	842	4.4	1,184	6.2	308	1.6	176	.9	363	1.9	352	1.8	104	.5	482	2.5
	1982	17,414	7,151	41.1	5,151	29.6	797	4.6	1,034	5.9	318	1.8	194	1.1	322	1.8	265	1.5	107	.6	507	2.9
A	1981	51,580	26,232	50.9	17,927	34.8	2,282	4.4	6,434	12.5	1,055	2.0	1,173	2.3	259	.5	374	.7	358	.7	324	.6
	1982	52,102	27,128	52.1	18,438	35.4	2,329	4.5	6,723	12.9	1,031	2.0	1,206	2.3	292	.6	402	.8	361	.7	359	.7
T	1981	20,431	15,581	76.3	8,515	41.7	1,582	7.7	4,232	20.7	246	1.2	638	3.1	95	.5	168	.8	468	2.3	2,028	9.9
	1982	18,894	14,602	77.3	7,904	41.8	1,379	7.3	3,939	20.8	204	1.1	635	3.4	62	.3	138	.7	454	2.4	1,986	10.5
C	1981	46,624	41,942	90.0	24,205	51.9	1,799	3.9	13,548	29.1	294	.6	2,183	4.7	93	.2	430	.9	144	.3	1,576	3.4
	1982	45,202	40,648	89.9	22,980	50.8	1,809	4.0	13,804	30.5	276	.6	1,999	4.4	75	.2	442	1.0	122	.3	1,423	3.1
O	1981	704	306	43.5	143	20.3	174	24.7	122	17.3	22	3.1	28	4.0	4	.6	6	.9	14	2.0	7	1.0
	1982	574	255	44.4	126	22.0	150	26.1	96	16.7	8	1.4	24	4.2	3	.5	5	.9	14	2.4	4	.7
White Collar Total																						
1981		138,411	92,447	66.8	56,982	41.2	6,679	4.8	25,520	18.4	1,925	1.4	4,198	3.0	814	.6	1,330	1.0	1,088	.8	4,417	3.2
Total 1982		134,186	89,784	66.9	54,599	40.7	6,464	4.8	25,596	19.1	1,837	1.4	4,058	3.0	754	.6	1,252	.9	1,058	.8	4,279	3.2
Blue Collar Total																						
1981		5,638	1,524	27.0	129	2.3	1,874	33.2	941	16.7	60	1.1	7	0.1	45	0.8	48	0.8	786	13.0	399	7.1
Total 1982		4,979	980	19.7	86	1.7	1,715	34.4	846	17.0	35	.7	2	.04	10	.2	2	.04	98	.2	44	.9

PATCO --- Professional, Administrative, Technical, Clerical and Other occupational categories.

White Collar --- Includes all GS, GM, and SES (other white collar employees are not included)

Blue Collar --- Includes all WG, WD, WN, WL, WS and other non-white collar Federal pay systems.

Data --- number of employees as of September 30, 1981 &amp; 82

## HOUSING AND URBAN DEVELOPMENT

		TOTAL			WHITE		BLACK				HISPANIC				ASIAN AMERICAN/ PACIFIC ISLANDER				AMERICAN INDIAN/ ALASKAN NATIVE			
		No.	No. WOMEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%
P	1981	1,744	344	19.7	223	12.6	168	9.5	96	5.4	72	4.1	17	1.0	36	2.0	7	.4	3	.2	1	.1
	1982	1,616	302	18.7	199	12.3	150	9.3	82	5.1	64	4.0	13	.8	37	2.3	7	.4	5	.3	1	.1
A	1981	8,240	2,534	30.8	1,630	19.8	763	9.3	748	9.1	305	3.7	105	1.3	43	.5	40	.5	34	.4	11	.1
	1982	8,054	2,623	32.6	1,580	19.6	761	9.4	886	11.0	297	3.7	104	1.3	42	.5	44	.5	34	.4	9	.1
T	1981	1,559	1,202	77.1	595	38.2	135	8.7	548	35.2	17	1.1	38	2.4	3	.2	18	1.2			3	.2
	1982	1,255	992	79.0	504	40.2	101	8.0	437	34.8	12	1.0	31	2.5	5	.4	18	1.4			2	.2
C	1981	3,909	3,513	89.9	2,013	51.5	148	3.8	1,245	31.8	50	1.3	198	5.1	8	.2	36	.9	2	.1	21	.5
	1982	3,259	2,952	90.6	1,704	52.3	118	3.6	1,033	31.7	42	1.3	168	5.2	9	.3	27	.8	1	.1	20	.6
O	1981	29	16	55.2	8	27.6	5	17.2	8	27.6												
	1982	21	5	23.8	2	9.5	2	9.5	2	9.5	3	14.3	1	4.8								
White Collar Total																						
Total 1981		15,511	7,609	49.1	4,469	28.8	1,219	7.9	2,645	17.1	444	2.9	358	2.3	90	.6	101	.7	39	.3	36	.2
Total 1982		14,205	6,874	48.4	3,989	28.1	1,132	8.0	2,440	17.2	418	2.9	317	2.2	93	.7	96	.7	40	.3	32	.2
Blue Collar Total																						
Total 1981		32	2	6.3			25	78.1	1	3.1	1	3.1	1	3.1								
Total 1982		24	2	8.3			20	83.3	1	4.2			1	4.2								

PATCO --- Professional, Administrative, Technical, Clerical and Other occupational categories.

White Collar --- Includes all GS, GE, and SES (other white collar employees are not included)

Blue Collar --- Includes all MG, MD, MM, ML, MS and other non-white collar Federal pay systems.

Data --- number of employees as of September 30, 1981 &amp; 1982



## DEPARTMENT OF INTERIOR

		TOTAL			WHITE		BLACK				HISPANIC				ASIAN AMERICAN/ PACIFIC ISLANDER				AMERICAN INDIAN/ ALASKAN NATIVE			
		No.	No. WOMEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%
P	1981	19,703	2,754	14.0	1,895	9.6	281	1.4	122	.6	284	1.4	41	.2	237	1.2	44	.2	126	5.7	652	3.3
	1982	17,559	2,441	13.9	1,561	8.9	208	1.2	92	.5	205	1.2	32	.2	215	1.2	28	.2	1008	5.7	728	4.1
A	1981	11,603	3,125	26.9	2,275	19.6	325	2.8	247	2.1	242	2.1	104	.9	55	.5	46	.4	206	10.4	453	3.9
	1982	10,675	2,966	27.8	2,189	20.5	250	2.3	192	1.8	159	1.5	77	.7	39	.4	37	.3	143	10.7	471	4.4
T	1981	16,917	6,400	37.8	3,637	21.5	434	2.6	328	1.9	416	2.5	201	1.2	98	.6	69	.4	272	12.7	2,165	12.8
	1982	14,944	5,688	38.1	3,000	20.1	325	2.2	236	1.6	313	2.1	123	.8	98	.7	65	.4	1979	13.2	2,269	15.1
C	1981	12,334	10,895	88.3	7,193	58.3	199	1.6	977	7.9	68	.6	533	4.3	11	.1	116	.9	501	4.1	2,076	16.8
	1982	10,442	8,863	84.9	5,718	54.8	187	1.8	645	6.2	63	.6	293	2.8	17	.2	84	.8	434	4.2	2,123	20.3
O	1981	786	123	15.6	78	9.9	51	6.5	10	1.3	35	4.5	11	1.4	6	.8	4	.5	353	44.9	20	2.5
	1982	8,357	2,309	27.6	1,884	22.5	313	3.7	228	2.7	178	2.1	97	1.2	88	1.1	54	.6	465	5.6	46	.6
White Collar Total																						
1981		61,343	23,297	38.0	15,078	24.6	1,290	2.1	1,684	2.7	1,045	1.7	890	1.5	407	.7	279	.5	6328	8.7	5,366	8.7
Total 1982		61,977	22,267	35.9	14,352	23.2	1,283	2.1	1,393	2.2	918	1.5	622	1.0	457	.7	268	.4	6029	8.1	5,632	9.1
Blue Collar Total																						
1981		9,548	1,000	10.5	310	3.2	845	8.9	60	0.6	332	3.5	14	0.1	25	0.3			2977	31.2	616	6.5
Total 1982		9,067	964	10.6	179	1.1	718	8.1	44	.5	235	2.6	5	.05	39	.4	1	.01	3140	34.9	735	8.0

FATCO --- Professional, Administrative, Technical, Clerical and Other occupational categories.  
 White Collar --- Includes all GS, GL, and SES (other white collar employees are not included)  
 Blue Collar --- Includes all WG, WD, WR, WL, WS and other non-white collar Federal pay systems.  
 Data --- number of employees as of September 30, 1981 & 82

## DEPARTMENT OF JUSTICE

		TOTAL			WHITE		BLACK				HISPANIC				ASIAN AMERICAN/ PACIFIC ISLANDER				AMERICAN INDIAN/ ALASKAN NATIVE			
		No.	No. WOMEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%
P	1981	3,749	870	23.2	744	19.8	177	4.7	96	2.6	54	1.4	21	.6	30	.8	8	.2	7	.2	1	.1
	1982	3,792	906	23.9	761	20.1	171	4.5	105	2.8	70	1.8	27	.7	29	.8	12	.3	9	.2	1	.1
A	1981	18,837	3,108	16.5	2,326	12.3	780	4.1	463	2.5	890	4.7	227	1.2	166	.9	82	.4	70	.4	10	.1
	1982	19,361	3,523	18.2	2,599	13.4	829	4.3	542	2.8	989	5.1	269	1.4	196	1.0	99	.5	74	.4	14	.1
T	1981	6,138	3,469	56.5	2,357	38.4	369	6.0	928	15.1	219	3.6	143	2.3	24	.4	32	.5	9	.1	9	.1
	1982	6,439	3,670	57.1	2,450	38.0	400	6.2	1,037	16.1	237	3.7	150	2.3	28	.4	26	.4	10	.2	7	.1
C	1981	14,383	12,019	83.6	6,975	48.5	813	5.7	4,274	29.7	253	1.8	622	4.3	50	.3	109	.8	7	.1	39	.3
	1982	14,952	12,507	83.6	7,289	48.7	810	5.4	4,374	29.3	295	2.0	673	4.5	61	.4	134	.9	5	.1	37	.2
O	1981	8,203	563	6.9	330	4.0	993	12.1	179	2.2	830	10.1	50	.6	22	.3	2	.1	45	.5	2	.1
	1982	8,404	596	7.1	347	4.1	1,026	12.2	186	2.2	930	11.1	60	.7	25	.3	2	.1	47	.6	1	.1
White Collar Total																						
Total 1981		51,310	20,029	39.0	12,732	24.8	3,132	6.1	5,940	11.6	2,246	4.4	1,063	2.1	292	.6	233	.5	138	.3	61	.1
Total 1982		52,948	21,202	40.0	13,446	25.4	3,236	6.1	6,244	11.8	2,521	4.8	1,179	2.2	339	.6	273	.5	145	.3	60	.1
Blue Collar Total																						
Total 1981		1,941	46	2.4	27	1.4	214	11.0	14	0.7	230	11.8	5	0.3	12	0.6			12	0.6		
Total 1982		1,919	50	2.6	34	1.8	219	11.4	16	.8	188	9.8			12	6.2			9	.5		

PATCO --- Professional, Administrative, Technical, Clerical and Other occupational categories.  
 White Collar --- includes all GS, GM, and SES (other white collar employees are not included)  
 Blue Collar --- includes all WG, WD, WN, WL, WS and other non-white collar Federal pay systems.  
 Data --- number of employees as of September 30, 1981 & 82

## DEPARTMENT OF LABOR

		TOTAL			WHITE		BLACK				HISPANIC				ASIAN AMERICAN/ PACIFIC ISLANDER				AMERICAN INDIAN/ ALASKAN NATIVE			
		No.	No. WOMEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%
P	1981	3,806	992	26.0	775	20.4	207	5.4	176	4.6	90	2.4	24	.6	33	.9	15	.4	2	.1	2	.1
	1982	3,441	876	25.5	685	19.9	184	5.3	156	4.5	80	2.3	20	.6	33	1.0	12	.3	2	.1	3	.1
A	1981	9,358	2,594	27.7	1,717	18.3	796	8.5	740	7.9	317	3.4	101	1.1	30	.3	28	.3	49	.5	8	.1
	1982	8,005	2,381	29.7	1,510	18.9	758	9.5	731	9.1	265	3.3	98	1.2	34	.4	32	.4	35	.4	10	.1
T	1981	2,655	1,110	41.8	626	23.6	93	3.5	442	16.6	25	.9	32	1.2	2	.1	10	.4	3	.1		
	1982	2,838	1,024	36.1	549	19.3	92	3.2	433	15.3	53	1.9	29	1.0	1	.1	12	.4	14	.5	1	.1
C	1981	5,395	4,718	87.5	2,589	48.0	314	5.8	1,883	34.9	28	.5	197	3.7	13	.2	41	.8	0		8	.1
	1982	4,569	3,995	87.4	2,109	46.2	265	5.8	1,671	36.6	18	.4	165	3.6	14	.3	37	.8			13	.3
O	1981	89	39	43.8	23	25.8	11	12.4	13	14.6	4	4.5	1	1.1	1	1.1	2	2.2	0			
	1982	105	49	46.7	34	32.4	13	12.4	12	11.4	2	1.9	2	1.9			1	1.0				
White Collar Total																						
Total 1981		21,303	9,453	44.4	5,730	26.9	1,421	6.7	3,254	15.3	464	2.2	355	1.7	79	.4	96	.5	54	.3	18	.1
Total 1982		18,958	8,325	43.9	4,887	25.8	1,312	6.9	3,003	15.8	418	2.2	314	1.7	82	.4	94	.5	51	.3	27	.1
Blue Collar Total																						
Total 1981		49	3	6.1	2	4.1	22	44.9	1	2.0												
Total 1982		46	2	4.3	1	2.1	24	52.2	1	2.2									1	2.2		

PATCO --- Professional, Administrative, Technical, Clerical and Other occupational categories.

White Collar --- includes all GS, GN, and SES (other white collar employees are not included)

Blue Collar --- includes all WG, WD, WN, WL, WS and other non-white collar Federal pay systems.

Data --- number of employees as of September 30, 1981 &amp; 82

## NATIONAL AERONAUTICS AND SPACE ADMINISTRATION

		TOTAL			WHITE		BLACK				HISPANIC				ASIAN AMERICAN/ PACIFIC ISLANDER				AMERICAN INDIAN/ ALASKAN NATIVE			
		No.	No. WOMEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%
P	1981	11,372	710	6.2	587	5.2	286	2.5	71	.6	225	2.0	19	.2	211	1.9	31	.3	19	.2	2	0.1
	1982	11,177	738	6.6	600	5.4	290	2.6	78	.7	224	2.0	22	.2	209	1.9	35	.3	18	.2	3	.1
A	1981	3,399	947	27.9	791	23.3	137	4.0	122	3.6	52	1.5	17	.5	19	.6	12	.4	8	.2	5	.1
	1982	3,468	1,056	30.4	872	25.1	143	4.1	143	4.1	53	1.5	20	.6	19	.5	15	.4	9	.3	6	.2
T	1981	3,301	607	18.4	486	14.7	189	5.7	92	2.8	33	1.0	14	.4	21	.6	11	.3	15	.5	4	.1
	1982	3,054	589	19.3	460	15.1	167	5.5	102	3.3	21	.7	16	.5	21	.7	9	.3	15	.5	2	.1
C	1981	3,109	2,953	95.0	2,206	71.0	65	2.1	596	19.2	7	.2	104	3.3	4	.1	33	1.1	0		14	.5
	1982	3,005	2,879	95.8	2,104	70.0	58	1.9	611	20.3	6	.2	107	3.6	7	.2	39	1.3	0		18	.6
O	1981	342	98	28.7	72	21.1	14	4.1	23	6.7	22	6.4	2	.6	6	1.8	1	.3	1	.3		
	1982	389	112	28.8	83	21.3	18	4.6	21	5.4	17	4.4	4	1.0	7	1.8	4	1.0	1	.3		
White Collar Total																						
1981		21,523	5,315	24.7	4,142	19.2	691	3.2	904	4.2	339	1.6	156	.7	261	1.2	88	.4	43	.2	25	.1
Total 1982		21,093	5,374	25.5	4,119	19.5	676	3.2	955	4.5	321	1.5	169	.8	263	1.2	102	.5	43	.2	29	.1
Blue Collar Total																						
1981		1,214	23	1.9	17	1.4	135	11.1	6	.5	49	4.0			19	1.6			2	.2		
Total 1982		1,286	25	1.9	19	1.5	155	12.1	4	.3	61	4.7	1	.07	21	1.6	1	.07	1	.07		

PATCO --- Professional, Administrative, Technical, Clerical and Other occupational categories.  
 White Collar --- includes all GS, GM, and SES (other white collar employees are not included)  
 Blue Collar --- includes all WG, WD, WN, WL, WS and other non-white collar Federal pay systems.  
 Data --- number of employees as of September 30, 1981 & 82

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DEPARTMENT OF STATE

		TOTAL			WHITE		BLACK				HISPANIC				ASIAN AMERICAN/ PACIFIC ISLANDER				AMERICAN INDIAN/ ALASKAN NATIVE			
		No.	No. WOMEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%
P	1981	357	87	24.4	71	21.6	11	3.3	10	3.0	1	.3			1	.3	3	.9				
	1982	410	96	23.4	78	20.0	10	2.6	12	3.1	3	.8			1	.3	2	.5				
A	1981	1,020	527	51.7	361	37.9	97	10.2	115	12.1	7	.7	2	.2	2	.2	5	.5	1	.1		
	1982	1,139	579	50.8	417	37.9	96	8.7	132	12.0	9	.8	2	.2	4	.4	3	.3	2	.2		
T	1981	482	316	65.6	165	35.3	84	18.0	131	28.1	2	.4	5	1.1	1	.2	1	.2			1	.2
	1982	510	330	64.7	171	34.0	85	16.9	147	29.2	2	.4	4	.8	1	.2	1	.2			1	.2
C	1981	1,770	1,488	84.1	806	68.9	152	9.2	561	34	3	.2	8	.5	2	.1	6	.4			3	.2
	1982	2,067	1,714	82.9	1,043	52.0	163	8.1	597	29.8	3	.1	8	.4	3	.1	8	.4	1	.1	3	.1
O	1981																					
	1982	7	7	100.0	5	71.4			2	28.6												
White Collar																						
Total		3,629	2,418	66.6	1,403	41.3	344	10.1	817	24.1	13	.4	15	.4	6	.2	15	.4	1	0.3	4	.1
Total 1981																						
Total 1982		4,133	2,726	66.0	1,714	42.8	354	8.8	890	22.2	17	.4	14	.3	9	.2	14	.3	3	.1	4	.1
Blue Collar																						
Total		150	1	0.7	1	0.7	28	18.7			82	54.7			1	0.7						
Total 1981																						
Total 1982		155	1	.6	1	.6	26	16.8			90	58.0			1	.6						

PATCO --- Professional, Administrative, Technical, Clerical and Other occupational categories.  
White Collar --- includes all GS, GM, and SES (other white collar employees are not included)  
Blue Collar --- includes all WG, WD, WN, WL, WS and other non-white collar Federal pay systems.  
Data --- number of employees as of September 30, 1981 & 82

## DEPARTMENT OF TRANSPORTATION

		TOTAL			WHITE		BLACK				HISPANIC				ASIAN AMERICAN/ PACIFIC ISLANDER				AMERICAN INDIAN/ ALASKAN NATIVE			
		No.	No. WOMEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%
P	1981	6,684	470	7.0	372	5.6	249	3.7	81	1.2	140	2.1	9	.1	181	2.7	6	.1	31	.5	2	.1
	1982	6,379	457	7.2	369	5.8	242	3.8	69	1.1	127	2.0	10	.2	189	3.0	7	.1	26	.4	2	.1
A	1981	25,704	3,202	12.5	2,443	9.5	1,176	4.6	610	2.4	483	1.9	69	.3	97	.4	49	.2	150	.6	31	.1
	1982	29,636	3,854	13.0	3,011	10.2	1,255	4.2	665	2.2	555	1.9	77	.3	224	.8	68	.2	166	.6	33	.1
T	1981	12,717	1,989	15.6	1,360	10.7	836	6.6	514	4.0	413	3.2	55	.4	115	.9	33	.3	141	1.1	27	.2
	1982	12,815	2,067	16.1	1,424	11.1	794	6.2	522	4.1	409	3.2	52	.4	263	2.1	42	.3	135	1.1	27	.2
C	1981	6,676	6,095	91.2	4,229	63.3	236	3.5	1,555	23.3	29	.4	183	2.7	11	.2	50	.7	8	.1	78	1.2
	1982	6,286	5,704	90.7	3,893	61.9	220	3.5	1,466	23.3	30	.5	178	2.8	15	.2	92	1.5	8	.1	75	1.2
O	1981	410	31	7.6	24	5.9	62	15.1	6	1.5	7	1.7	1	.2	3	.7						
	1982	1,083	93	8.6	69	6.4	93	8.6	16	1.5	12	1.1	6	.6	10	.9	2	.2	3	.3		
White Collar Total																						
Total	1981	52,191	11,787	22.6	8,428	16.1	2,559	4.9	2,766	5.3	1,072	2.1	317	.6	407	.8	138	.3	330	.6	138	.3
	1982	56,199	12,175	21.7	8,766	15.6	2,604	4.6	2,738	4.9	1,133	2.0	323	.6	701	1.2	211	.4	338	.6	137	.2
Blue Collar Total																						
Total	1981	4,844	106	2.2	66	1.4	787	16.2	32	0.6	191	3.9	3	0.1	38	0.1			128	2.6	5	0.1
	1982	4,776	103	2.2	72	1.5	746	15.6	29	.6	184	3.9	1	.02	104	2.2	1	.02	116	2.4		

PATCO --- Professional, Administrative, Technical, Clerical and Other occupational categories.

White Collar --- includes all GS, GM, and SES (other white collar employees are not included)

Blue Collar --- includes all WG, WD, WN, WL, WS and other non-white collar Federal pay systems.

Data --- number of employees as of September 30, 1981 &amp; 82

## DEPARTMENT OF TREASURY

		TOTAL			WHITE		BLACK				HISPANIC				ASIAN AMERICAN/ PACIFIC ISLANDER				AMERICAN INDIAN/ ALASKAN NATIVE			
		No.	No. WOMEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%
P	1981	17,715	3,113	17.6	2,375	13.4	780	4.4	510	2.9	411	2.3	80	.5	314	1.8	138	.8	25	.1	10	.1
	1982	17,340	3,290	19.0	2,449	14.1	730	4.2	565	3.3	434	2.5	99	.6	355	2.0	166	1.0	33	.2	11	.1
A	1981	31,707	6,603	20.8	4,951	15.6	1,462	4.6	1,290	4.1	954	3.0	246	.8	229	.7	103	.3	55	.2	13	.1
	1982	33,479	8,603	25.7	6,086	18.2	1,652	4.9	1,969	5.9	1,074	3.2	373	1.1	249	.7	149	.4	59	.2	26	.1
T	1981	30,758	22,648	73.6	16,484	53.6	1,157	3.8	4,986	16.2	510	1.7	893	2.9	131	.4	242	.8	19	.1	43	.1
	1982	23,000	17,196	74.8	12,562	54.6	825	3.6	3,793	16.5	308	1.3	571	2.5	102	.4	227	1.0	16	.1	40	.2
C	1981	32,365	27,987	86.5	17,787	55.0	1,389	4.3	8,134	25.1	406	1.3	1,642	5.1	95	.3	318	1.0	10	.1	106	.3
	1982	39,350	33,666	85.6	21,187	53.8	1,583	4.0	9,652	24.5	591	1.5	2,206	5.6	114	.3	464	1.2	29	.1	157	.4
O	1981	1,162	269	23.1	120	10.3	269	23.1	108	9.3	64	5.5	35	3.0	23	2.0	3	.3	14	1.2	3	.3
	1982	2,050	371	18.0	169	8.2	310	15.1	142	6.9	127	6.2	49	2.4	38	1.9	10	.5	17	.8	1	.1
White Collar Total																						
1981		113,707	60,620	53.3	41,717	36.7	5,057	4.4	15,028	13.2	2,345	2.1	2,896	2.6	792	.7	804	.7	123	.1	175	.2
Total 1982		115,219	63,123	54.8	42,453	36.8	5,100	4.4	16,121	14.0	2,534	2.2	3,298	2.9	858	.7	1,016	.9	154	.1	235	.2
Blue Collar Total																						
1981		2,515	217	8.6	59	2.3	799	31.8	133	5.3	241	9.6	13	0.5	81	3.2			7	0.3	12	0.5
Total 1982		2,326	193	8.3	35	1.5	752	32.3	134	5.8	241	10.4	13	.6	88	3.8	10	.4	8	.3	1	.04

PATCO --- Professional, Administrative, Technical, Clerical and Other occupational categories.  
 White Collar --- includes all GS, GM, and SES (other white collar employees are not included)  
 Blue Collar --- includes all WG, WD, WN, WL, WS and other non-white collar Federal pay systems.  
 Data --- number of employees as of September 30, 1981 & 82

## VETERANS ADMINISTRATION

		TOTAL			WHITE		BLACK				HISPANIC				ASIAN AMERICAN/ PACIFIC ISLANDER				AMERICAN INDIAN/ ALASKAN NATIVE			
		No.	No. WOMEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%	No. MEN	%	No. WOMEN	%
P	1981	20,492	8,327	40.9	6,896	33.8	872	4.3	840	4.1	308	1.5	281	1.4	271	1.3	298	1.5	27	.1	12	.1
	1982	21,136	8,711	41.2	7,168	33.9	883	4.2	885	4.2	331	1.6	296	1.4	324	1.5	349	1.7	31	.1	13	.1
A	1981	12,921	3,716	28.9	2,865	22.2	743	5.8	703	5.5	262	2.0	97	.8	60	.5	38	.3	39	.3	13	.1
	1982	13,147	3,908	29.7	3,005	22.9	764	5.8	732	5.6	266	2.0	102	.8	64	.5	56	.4	37	.3	13	.5
T	1981	56,805	32,120	56.5	19,176	33.8	7,209	12.7	11,772	20.7	1,391	2.4	745	1.3	210	.4	294	.5	102	.2	133	.2
	1982	57,951	33,402	57.6	19,859	34.3	7,172	12.4	12,246	21.1	1,377	2.4	782	1.3	244	.4	339	.6	121	.2	176	.3
C	1981	37,899	29,733	78.4	22,358	59.0	2,657	7.0	6,101	16.1	667	1.8	958	2.5	133	.4	211	.6	42	.1	105	.3
	1982	37,662	29,553	78.3	21,951	58.3	2,522	6.7	6,249	16.6	660	1.8	982	2.6	127	.3	242	.6	61	.2	129	.3
O	1981	2,263	65	2.9	42	1.9	429	19.0	20	.9	94	4.2	3	.1	9	.4			9	.4		
	1982	2,363	89	3.8	58	2.5	470	19.9	23	1.0	88	3.7	6	.3	11	.5	1	.1	11	.5	1	.1
White Collar																						
Total 1981		130,380	73,961	56.7	51,337	39.4	11,910	9.1	19,436	14.9	2,722	2.1	2,084	1.6	683	.5	841	.6	219	.2	263	.2
Total 1982		132,259	75,663	57.2	52,041	39.3	11,811	8.9	20,135	15.2	2,722	2.1	2,168	1.6	770	.6	987	.7	261	.2	332	.3
Blue Collar																						
Total 1981		36,844	9,952	27.0	4,282	11.6	8,991	24.4	5,399	14.7	1,572	4.3	214	.6	212	.6	29	0.1	102	.3	28	0.1
Total 1982		37,951	9,764	25.7	4,181	11.0	9,081	23.9	5,311	14.0	1,630	4.3	209	.6	222	.6	30	.1	137	.4	33	.1

PATCO --- Professional, Administrative, Technical, Clerical and Other occupational categories.  
 White Collar --- includes all GS, GM, and SES (other white collar employees are not included)  
 Blue Collar --- includes all WG, WD, WN, WL, WS and other non-white collar Federal pay systems.  
 Data --- number of employees as of September 30, 1981 & 82



Employment of Handicapped Individuals  
Including Disabled Veterans  
in the  
Federal Government

Report Prepared for:

Senate Committee on Human Resources  
Senate Committee on Veterans Affairs  
House Committee on Education and Labor  
House Committee on Veterans Affairs

September 30, 1982

U.S. Equal Employment Opportunity Commission

PART II - EMPLOYMENT OF HANDICAPPED INDIVIDUALS  
INCLUDING DISABLED VETERANS  
IN THE FEDERAL GOVERNMENT

A. BACKGROUND

This is the seventh report to the Congress on employment of handicapped individuals including disabled veterans in the Federal Government. It covers the period October 1, 1981, through September 30, 1982. Substantial progress has been made in improving Federal employment opportunities for persons with disabilities. However, handicapped individuals, especially those with severe disabilities, continue to be underrepresented in the Federal work force. This year's report provides an update on the accomplishments of Federal agencies in creating an equitable environment for handicapped applicants and employees including disabled veterans.

This report is submitted in accordance with section 501 of the Rehabilitation Act of 1973, 29 U.S.C. 791 (Public Law 93-112), as amended (Public Law 93-516), which requires all agencies, departments, and instrumentalities of the executive branch of the Federal Government, including the United States Postal Service and Postal Rate Commission, to submit (pursuant to the President's Reorganization Plan of 1978) to the Equal Employment Opportunity Commission (EEOC) annual affirmative action program plans for hiring, placement, and advancement of handicapped individuals.

This requirement was expanded by passage of the Vietnam Era Veterans Readjustment Assistance Act of 1974, 38 U.S.C. 2014 et seq. (Public Law 93-508). Section 403 of this Act requires that each agency include in its affirmative action program plan for handicapped individuals a separate specification of plans for employment of disabled veterans.

A recent interpretation of the legislation indicates that disabled veteran requirements mandated by Section 403 of the Vietnam Era Veterans Readjustment Assistance Act are under the authority of the Office of Personnel Management (OPM--formerly the Civil Service Commission) and were not transferred in January 1979 to EEOC as were requirements under Section 501 of the Rehabilitation Act. An earlier interpretation of the legislation indicated that this transfer had taken place, and therefore EEOC included affirmative action for disabled veterans in its instructions to Federal agencies for FY 1982. OPM will resume complete responsibility for affirmative action for disabled veterans, consistent with 38 U.S.C. 2014, beginning in FY 1983. To assure that the changeover from EEOC to OPM occurred as smoothly as possible, agencies were directed to comply with EEOC's instructions concerning disabled veterans during FY 1982. The evaluation of agency plans and programs as they relate to disabled veterans was handled jointly by EEOC and OPM during FY 1982. The narrative section of this report dealing with disabled veteran programs was written by staff from OPM (see Section VIII).

The Interagency Committee on Handicapped Employees, established by section 501 of the Rehabilitation Act, provides a focus for Federal and other employment of handicapped individuals; reviews, in cooperation with EEOC, the adequacy of hiring, placement, and advancement practices with respect to handicapped individuals in the Federal service; and ensures that the special needs of these persons are met. This report was reviewed and approved by the Interagency Committee on March 18, 1983.

B. PROGRAM TRENDS AND MILESTONES

1. Leadership and Guidance

EEOC has responsibility for enforcing nondiscrimination and affirmative action provisions of laws and regulations concerning Federal employment of handicapped individuals. Specifically, EEOC:

- o reviews and approves agency affirmative action program plans for hiring, placement, and advancement of handicapped individuals;
- o processes appeals of agency decisions in regard to complaints of discrimination on the basis of handicap;
- o issues rules, regulations, orders, and instructions to enforce equal employment opportunity for handicapped individuals;
- o requests information from agencies as necessary; and
- o cochairs the Interagency Committee on Handicapped Employees and provides staff and space for the Committee Secretariat.

In addition, Executive Order 12067, dated June 30, 1978, provides that EEOC is to coordinate Federal equal employment opportunity programs, including those for handicapped individuals. EEOC's Office of Legal Counsel leads and coordinates the efforts of Federal agencies to enforce all Federal statutes, executive orders, regulations, and policies that require equal employment opportunity without regard to race, color, religion, sex, national origin, handicap, or age.

The Handicapped Individuals Program Division, Public Sector Programs, Office of Program Operations, EEOC, provides leadership and guidance for EEOC enforcement of Section 501 of the Rehabilitation Act of 1973, as amended. The Division develops and recommends policy concerning equal employment opportunity for handicapped individuals in Federal employment, provides instructions for Federal agency affirmative action programs, and assists agencies in complying with their legal obligations under the Act. It also provides support to the Interagency Committee on Handicapped Employees, disseminates reports and educational materials, and prepares the annual report to Congress as required by law.

In carrying out its mandates, EEOC works closely with the Office of Personnel Management (OPM). As the agency charged with overall responsibility for Federal personnel policy and practices, OPM helps Federal agencies implement affirmative action program plans for employment of handicapped individuals including disabled veterans. OPM works closely with selective placement coordinators in Federal agencies and provides leadership and guidance through Federal Personnel Manual (FPM) issuances and other means.

The Selective Placement Programs Division, Office of Affirmative Employment Programs, OPM, monitors, coordinates, and initiates or recommends new Federal personnel regulations, policies, and legislation to insure that handicapped employees and applicants are not adversely affected by architectural, transportation, communication, procedural, or attitudinal barriers. A major focus is technical assistance to agency managers and supervisors in regard to development of understanding about disabilities, job and work site modifications,

and resources for obtaining rehabilitation assistance. OPM also provides consulting services regarding recruitment, placement, advancement, and retention of employees with disabilities and conducts the annual Outstanding Handicapped Federal Employees Awards Program.

The Veterans Employment Programs Division, Office of Affirmative Employment Programs, OPM, provides leadership, guidance, and technical assistance for veterans employment programs in the Federal sector. The Division promotes, monitors, and evaluates agency use of the Veterans Readjustment Appointment (VRA) Program and agency use of noncompetitive appointments for veterans who have compensable service-connected disabilities of 30% or more. Beginning in FY 1983, the Division will assume full authority for promoting and monitoring agency compliance with Section 403 of the Vietnam Era Veterans Readjustment Assistance Act of 1974.

## 2. Program Development

New Publications - In April 1982, OPM issued its second publication on reasonable accommodation, entitled, The Handbook of Job Analysis for Reasonable Accommodation. A previous publication, Handbook on Reasonable Accommodation, describes a wide range of actions that can be taken to accommodate handicapped individuals in the workplace. The new publication presents a job analysis process that can be used to plan and select appropriate actions to accommodate handicapped individuals in specific jobs and work environments.

Demonstration Project - OPM's Selective Placement Programs Division has initiated a cooperative agreement with the National Institute of Handicapped Research (NIHR) and the Social Security Administration (SSA) to conduct a demonstration project at SSA entitled, "Alternatives to Disability Retirement." The principal purpose of this OPM/NIHR funded project is to implement and evaluate procedural systems designed to assist agencies in reducing the incidence of unacceptable employee work performance due to physical or mental impairment. The goal of the two-year project is early detection of emerging impairments and remedial intervention to increase employee productivity and reduce the loss of trained personnel to disability retirement.

Training Module - In 1982 OPM's Selective Placement Programs Division developed a training module on excepted appointing authorities and training programs designed or modified for use in placing persons with physical or mental impairments in Federal jobs. The training package includes handout material for use in workshops to demonstrate how agency personnel can use these authorities and training programs correctly and effectively. The module has been distributed to OPM's 10 regional offices and is being used in OPM's Personnel Management Training Center in Washington, D.C., as part of the course offered each quarter for selective placement coordinators and handicap program managers. The training module is designed as a four-hour presentation and can be used alone or as part of a longer program. The handout material includes reference information that can be retained for easy use at the work site.

## C. INTERAGENCY COMMITTEE ON HANDICAPPED EMPLOYEES

The Interagency Committee on Handicapped Employees (ICHE) was established by section 501(a) of the Rehabilitation Act of 1973 (Public Law 93-112). The

purpose of the Committee is to provide a focus for Federal and other employment of handicapped individuals and to review, in cooperation with EEOC, the adequacy of hiring, placement, and advancement practices with respect to handicapped individuals in the Federal service. ICHE goals are to increase employment of handicapped individuals and to ensure an equitable, suitable, and functional work environment in the Federal service. The Committee makes recommendations for policy, procedural, regulatory, and legislative changes that will improve employment opportunities for qualified persons with disabilities.

The ICHE is cochaired by Clarence Thomas, Chairman, Equal Employment Opportunity Commission, and George A. Conn, Acting Assistant Secretary for Special Education and Rehabilitative Services, Department of Education. Other members are Lawrence J. Korb, Assistant Secretary of Defense (Manpower, Reserve Affairs, and Logistics), Department of Defense; Robert B. Collyer, Deputy Under Secretary for Employment Standards, Department of Labor; Loretta Cornelius, Deputy Director, Office of Personnel Management; Everett Alvarez, Jr., Deputy Administrator, Veterans Administration; Ray Kline, Deputy Administrator, General Services Administration; and Stephen A. Sharp, Commissioner, Federal Communications Commission. All but four of the members--Collyer, Cornelius, Kline, and Korb--were appointed to the ICHE after September 30, 1982.

To date, the ICHE has issued 11 reports and adopted 113 recommendations. The reports relate to: definition and interpretation of the term "handicapped individual" (1975); evaluation of agency affirmative action program plans and achievements in employment of handicapped individuals including disabled veterans (1975); removal of attitudinal, communication, and procedural barriers (1975); establishment of a system for collecting data on handicapped Federal employees (1975); establishment of a public affairs program (1976); development of improved training opportunities for handicapped Federal employees (1976); study of issues affecting employment of disabled veterans (1977); establishment of modified affirmative action requirements for small agencies (1978); establishment of priorities for future ICHE attention (1978); Federal employment of mentally restored individuals (1979); and employment of handicapped individuals in times of economic restraint (1982).

Since OPM administers the Federal personnel system and provides technical assistance for agency affirmative employment programs, most ICHE recommendations have been forwarded to OPM for action. The Committee also has made recommendations to other agencies. Of the 113 recommendations that have been adopted by the ICHE, 85 have been implemented, and 17 are either under study, partially implemented, or in the process of implementation. Only 11 of the recommendations have been rejected, with evidence that their intent is being accomplished in other ways.

Recommendations that have been implemented have resulted in significant changes in Federal employment policy. Examples include:

- o Development of an administrative procedure for hearing complaints of discrimination based on disability.
- o Removal of GS-7 restriction on trial appointments for severely handicapped individuals.
- o Removal of GS-3 restriction on promotions of mentally retarded employees.

- o Inclusion in the Civil Service Reform Act of a provision that permits paid and unpaid employment of interpreters for the deaf and readers for the blind, full-time, part-time, or as needed.
- o Establishment of a provision to allow summer employment for severely handicapped students who otherwise would not be able to be employed.
- o Elimination of economic need criteria for severely handicapped students in the Stay-in-School program.
- o Elimination of procedures that were impeding promotion, reassignment, and transfer within an agency of severely handicapped employees in the excepted service.
- o Development of a training package on supervision of handicapped individuals.
- o Development of a Governmentwide system for collecting data on handicapped employees for planning and evaluation purposes.
- o Issuance of an Executive Order that allows persons with severe physical and mental disabilities to enter the career service noncompetitively after two years of successful job performance under special excepted appointments.
- o Revision of physical standards for all general schedule positions in the Federal service to facilitate hiring and placement of handicapped persons.
- o Revision of physical standards for Foreign Service Officers by the Department of State so that disabled persons may enter the Foreign Service.

Recommendations that remain under study or are in the process of implementation address such issues as collection of applicant data; rehabilitation and retention of employees who become disabled after entering the Federal work force; inclusion in regulations of statutory Federal affirmative action requirements; addition of the Secretary of Health and Human Services to the ICHE membership; training and promotion of handicapped employees; and improved procedures for provision of reasonable accommodation.

Two ICHE work groups were established in 1982: a work group on criteria for evaluation of affirmative action programs for handicapped individuals and a work group on out-placement of handicapped Federal employees. These groups are developing reports and recommendations for consideration by the ICHE.

#### D. INSTRUCTIONS TO AGENCIES

When responsibility for affirmative action for handicapped individuals in Federal employment was transferred to EEOC in 1979, FY 1980-FY 1981 was declared a transition period during which Federal agencies were to redirect their efforts to achieve measurable results in a limited number of clearly defined areas. EEOC's instructions to agencies emphasized development of results-oriented plans and were intended to produce objective agency-generated means of measuring progress.

A major planning element that was introduced during the transition period is emphasis in affirmative action programs on handicapped individuals with targeted disabilities. These disabilities (and applicable codes on Standard Form 256) are as follows: deafness (16 and 17), blindness (23 and 25), missing extremities (28 and 32-38), partial paralysis (64-68), complete paralysis (71-78), convulsive disorders (82), mental retardation (90), mental illness (91), and distortion of limbs and/or spine (92).

The basic principles that evolved during the transition period were refined and applied with more specificity in each successive set of instructions. Relevant management directives are EEO-MD-703 (December 6, 1979), EEO-MD-706 (July 1, 1980), EEO-MD-708 (February 24, 1981), EEO-MD-709 (October 6, 1981), and EEO-MD-711 (November 2, 1982).

EEO-MD-711, the instructions for FY 1983 program plan updates and accomplishment reports, had two substantive changes from previous management directives. With some budget cuts and reductions-in-force, many agencies had minimal opportunities for affirmative action in hiring. Agencies were instructed to assure that persons with targeted disabilities were promoted and trained in equitable numbers and equitably represented in upward mobility, student cooperative education, apprenticeship, executive and management development, and other similar programs. Optional reporting forms were developed and provided to agencies so that they could quantify actions taken to improve internal employment opportunities for persons with targeted disabilities.

The second substantive change was amendment of the definition of a small agency. Previously a small agency was defined as one with 100 or fewer employees; it is now defined as one with 500 or fewer employees.

#### E. AGENCY REPORTS AND PLANS

##### 1. Criteria for Evaluation of FY 1982 Accomplishments

This report covers agency accomplishments during the period October 1, 1981, through September 30, 1982.

EEOC evaluated agency accomplishments during FY 1982 using criteria established to assess changes in the percent representation of persons with targeted disabilities. In FY 1982 program plans, agencies had established goals for achievement of specific increases in representation of persons with targeted disabilities. Six categories were established for evaluation of agency accomplishments:

- a. Agency exceeded goals it had established for increasing the representation of individuals with targeted disabilities in its work force.
- b. Agency met goals it had established.
- c. Agency did not meet goals it had established, but representation of individuals with targeted disabilities in its work force increased.
- d. Representation of individuals with targeted disabilities did not increase, but the rate of accessions of these individuals (percent)

during the reporting period exceeded the representation of these individuals (percent) as of the beginning of the reporting period.

- e. Representation of individuals with targeted disabilities did not increase, but training and promotion percentages (when the two are averaged) are at least as high for employees with targeted disabilities as for employees who are not handicapped. In addition, if placements were made during the year in upward mobility, apprenticeship, and student cooperative education slots, there is representation of persons with targeted disabilities in two of the three program categories.
- f. There was no increase in representation of individuals with targeted disabilities in the agency work force, and the accession rate (percent) during the reporting period was less than the representation (percent) at the beginning of the reporting period.

The accomplishments of agencies in categories a, b, c, d, and e were deemed satisfactory. The accomplishments of agencies in category f were considered unsatisfactory, unless there were minimal opportunities to hire.

EEOC responded to agencies submitting accomplishment reports by informing them that their accomplishments were satisfactory or unsatisfactory or that their reports were incomplete. Recommendations for improved program planning were provided to agencies with unsatisfactory accomplishments.

## 2. Analysis of FY 1982 Accomplishment Reports

These accomplishment reports cover the period October 1, 1981, through September 30, 1982. As shown in Table II-1, the accomplishments of 80 agencies were satisfactory, and the accomplishments of 20 agencies were unsatisfactory.

The following agencies had unsatisfactory accomplishments for FY 1982:

Army/Air Force Exchange Service	International Trade Commission
Commerce	National Credit Union Administration
Commission on Civil Rights	Office of Personnel Management
Consumer Product Safety Commission	Overseas Private Investment Corporation
Defense Contract Audit Agency	Small Business Administration
Defense Intelligence Agency	Smithsonian Institution
Defense, Office of Dependents Schools	Soldiers' and Airmen's Home
Executive Office of the President	Transportation
Federal Home Loan Bank Board	U.S. Information Agency
Federal Reserve Board	Veterans Administration

Accomplishment data for the period October 1, 1981, through September 30, 1982, are available from the 100 agencies that submitted reports and are presented in Table II-3.

Combined work force data from these agencies are presented in Figure 1. The number of handicapped individuals--that is, the combined total for persons with targeted disabilities and persons with other handicaps--decreased during the reporting period. Analysis of data and data collection procedures indicate that the decrease noted may be a statistical phenomenon rather than the result of decreased agency efforts to employ handicapped persons with disabilities other than those that are targeted.



A governmentwide disability survey was conducted in 1977. Since then, there has been more emphasis on identifying the disabilities of new employees than on identifying the disabilities persons acquire after they are employed. No specific steps have been taken to document disabilities such as heart disease, arthritis, cancer, diabetes, kidney dysfunction, and respiratory disorders, all of which commonly affect older persons. These disabilities accounted for 65.5% of the handicapped work force in 1977, and many individuals who did not consider themselves handicapped at that time may have developed these disabilities since that time. As persons who indicated that they had these disabilities at the time of the survey leave government employment, the totals decrease because persons having these disabilities are not entering the work force in large numbers and current employees who develop these disabilities are not being identified. A number of agencies have resurveyed recently and the result has been a large increase in the number of handicapped individuals reported. EEOC recommends that agencies that have not resurveyed to do so with assistance from the Office of Personnel Management to assure consistency with FPM guidance and to maximize employee participation in the data collection effort.

Figure 1 shows an increase in employment of individuals with targeted disabilities. The data show a decrease of 1.34% in the size of the total work force as compared to an increase of 1.03% in the number of employees with targeted disabilities. Representation of individuals with targeted disabilities increased from 0.80% to 0.82%. This is a 2.50% increase in representation. The rate of accessions of individuals with targeted disabilities was 0.76% during FY 1982, while the rate of losses was 0.59%.

It is the lower rate of loss of individuals with targeted disabilities that accounts for the overall increase in percent representation for this group. The hiring rate was slightly lower than during the last half of FY 1981 (0.79%) but considerably lower than the rate for the preceding 18 months (2.28%) in FY 1980-81. Also, the rate of accessions was not sufficiently high to have resulted in an increase in representation were it not for the disproportionately low loss rate.

Many agencies explained that their low accession rate was due to very restricted hiring during the year. Not only were there fewer accessions, in addition a large percentage of these accessions were individuals who had previously been RIFed, were transfers from other agencies, or were in some other unique category that gave the hiring agency little control over the selection process.

Figure 1

	Total Work Force	Handicapped Individuals	%	Persons with Targeted Disabilities	%
10/1/81	2,785,806	139,858	5.02	22,186	0.80
9/30/82	2,748,351	135,610	4.93	22,414	0.82
Accessions from 10/1/81 through 9/30/82	389,336			2,978	0.76
Losses from 10/1/81 through 9/30/82	432,379			2,560	0.59

### 3. FY 1983 Affirmative Action Program Plans

Agencies were required to submit affirmative action program plans, for the period of October 1, 1982, through September 30, 1983, with their reports of accomplishments for FY 1982. This report covers the status of agency submission of these FY 1983 program plans. Agencies were required to include the following five elements in their plans:

- o a work force analysis by grade, type of occupation, and disability category;
- o employment goals that will result in increased representation of persons with targeted disabilities;
- o a special recruitment plan that provides reasonable assurances that applicant pools will be expanded to include qualified handicapped individuals;
- o a plan for removal of facility barriers that includes timetables for accomplishment of specified objectives; and
- o a plan for analysis of selection procedures and elimination of selection barriers that impede hiring, placement, and advancement of handicapped individuals.

Plans from agencies with 501 or more employees were considered complete if they included these elements.

Agencies with 500 or fewer employees were permitted to submit abbreviated plans. These were considered complete if they included the following:

- o a work force analysis indicating the total number of employees, the number of handicapped employees, and the number of employees with targeted disabilities;
- o a statement indicating that potential sources of handicapped applicants would be notified well before vacancies were filled; and
- o a statement specifying actions planned to remove facility barriers.

Ninety-eight agencies submitted complete plans for FY 1983. The Department of Justice submitted an incomplete plan.

### F. ONSITE PROGRAM REVIEWS

During FY 1982, EEOC conducted 190 onsite reviews of affirmative action programs for handicapped individuals at Federal agency field installations. The following major agencies were involved:

Agriculture	Justice
Air Force	Labor
Army	National Aeronautics and Space
Army/Air Force Exchange Service	Administration

## Commerce

Defense Logistics Agency

Environmental Protection Agency

General Services Administration

Health and Human Services

Housing and Urban Development

Interior

## Navy

Office of Personnel Management

Postal Service

Small Business Administration

Transportation

Treasury

Veterans Administration

Figures 2 and 3 contain statistical information on the installations reviewed. These reviews were conducted pursuant to EEOC's obligation and authority under Section 501 of the Rehabilitation Act of 1973, as amended (29 U.S.C. 791) and Reorganization Plan No. 1 of 1978 (issued pursuant to 5 U.S.C. 901 et seq.).

The onsite reviews focus on four primary program areas: program management, special recruitment, data collection, and facility accessibility. Results of the reviews are summarized by area in the paragraphs that follow.

Program Management - This involves assignment of adequate personnel resources to implement an effective affirmative action program for hiring, placement, and advancement of handicapped individuals. It includes appointment of properly trained and adequately experienced persons at a level of responsibility and authority that allows effective management of programs for employment of handicapped individuals.

Most agency installations reviewed had designated a handicapped program manager. However, interviews with these managers indicated that 43% had not been given adequate training or lacked adequate job experience; 44% felt they were allotted insufficient time to manage the program; 34% were not equal in grade to managers of other special emphasis programs; 66% did not have program management responsibilities in their position descriptions. EEOC has urged all agency installations to designate qualified, trained persons at the local level to serve as handicapped program managers. EEOC has also indicated that these persons should be given the time and authority to execute a viable local program and that their responsibilities should be specified in their position descriptions.

Special Recruitment - This involves development of recruitment plans and hiring goals; establishment of tracking systems for monitoring the hiring, placement, and advancement of handicapped individuals; and maintenance of adequate applicant pools.

Onsite reviews revealed that 59% of agency installations had clearly delineated hiring goals, and 50% had specific plans for recruiting qualified handicapped individuals. Fifty-eight percent of agency installations reviewed had systems for tracking applications from handicapped individuals. Sixty-seven percent of the installations reviewed had established applicant pools. Staff from 66% of the installations having applicant pools felt that their pools were sufficient to meet hiring goals, while 34% felt their pools were insufficient. Only one third of the local installations reviewed attained or exceeded their overall agencywide hiring goal. EEOC has recommended that agency headquarters increase communication with local installations in order to enhance recruitment efforts. Specific recommendations have been transmitted to installations reviewed, and technical assistance in this and other areas has been offered to local program managers.

Data Collection - This involves the ability of an installation to provide adequate and accurate data to EEOC and OPM regarding numbers of handicapped individuals employed at the local level.

Seventy-one percent of installations reviewed reported that all new employees complete a Standard Form 256, or equivalent form, for identifying disabling conditions. Nearly 50% of the installations reviewed reported that new employees frequently fail to code themselves accurately on Standard Form 256 or an equivalent form. EEOC has recommended that personnel specialists communicate the purpose and importance of Standard Form 256, or an equivalent, to all installation employees in order that more meaningful data on employment of handicapped individuals may be obtained by local handicapped program managers.

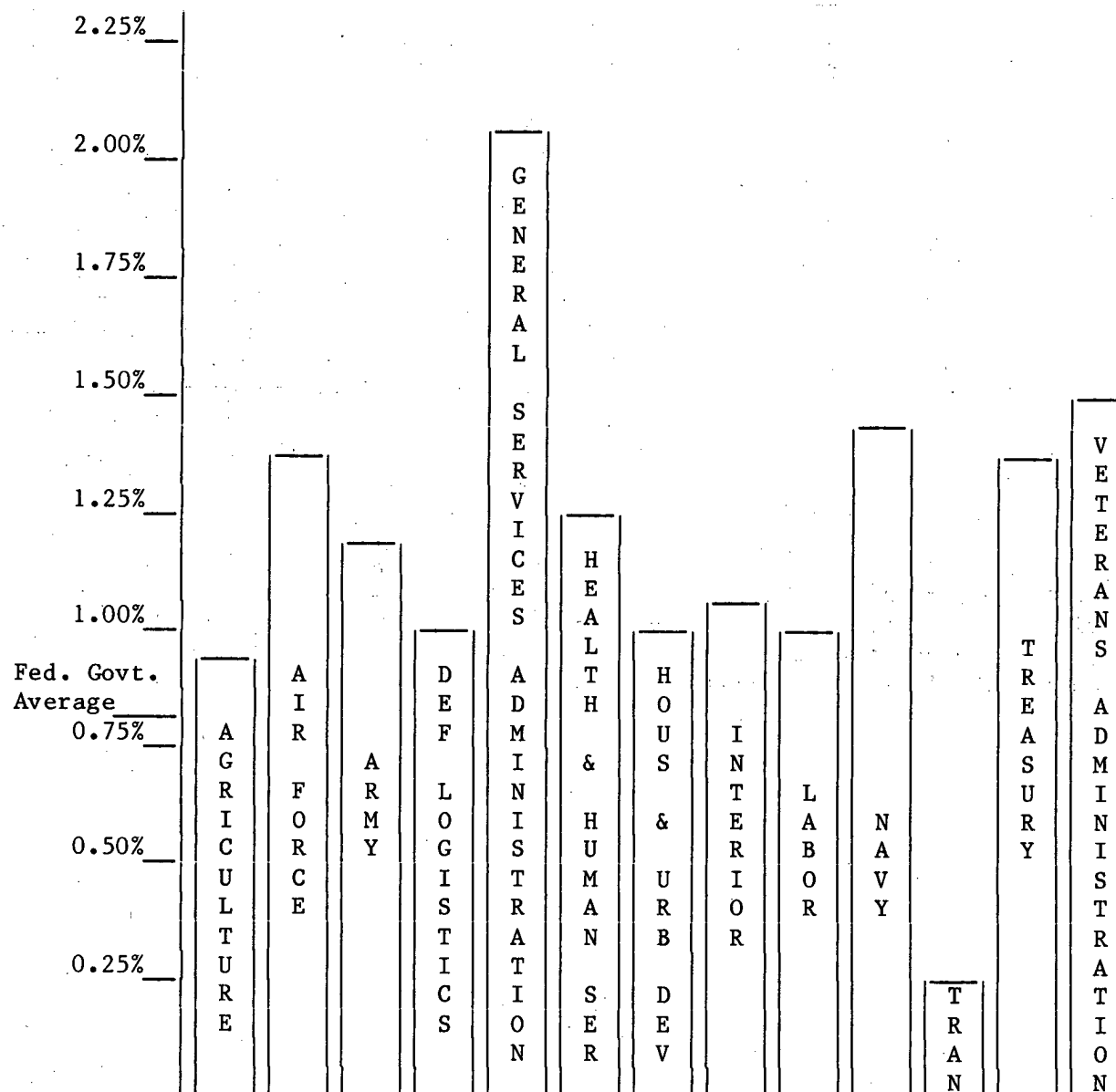
Facility Accessibility - This involves the degree to which buildings are accessible to and useable by individuals with mobility impairments and sensory impairments. Emphasis is placed on minimums necessary to permit disabled individuals to be employed at the installation rather than on full compliance with standards published by any of the standard-setting agencies.

Some of the installations reviewed are relatively old and therefore are comprised of buildings that are substantially inaccessible to mobility impaired individuals. The most frequent deficiency found was lack of designated parking areas for handicapped individuals. However, the majority of installations were making efforts to remove existing architectural barriers or were reviewing facilities for eventual barrier removal. EEOC has recommended that agency headquarters give high priority to helping installations identify barriers and establish a schedule for barrier removal.

Data and experience indicate that onsite review of installation programs is the most effective method that has been devised to date to ensure development of appropriate affirmative action programs for handicapped individuals. These reviews have obvious impact on the installations visited. In addition, because of communication from agency headquarters to all field installations regarding the results of reviews conducted, installations not yet visited have begun making critical changes in their programs. Cooperation from agency headquarters has been excellent for the most part.

Figure 2

Bar Graph Showing Comparison of the Percentage of Severely Handicapped Individuals in the Work Force of 13 of the Larger Federal Agencies in which EEOC Conducted Five or More Onsite Program Reviews.\*



\* Even though 12 reviews were conducted within the U.S. Postal Service, they are not included since local installation level data were not provided.

Figure 3

Data Obtained from Onsite Program Reviews  
Conducted During FY 1982

	Number of Facilities Reviewed	Total Number of Employees	All Handicaps (Percent)	Targeted Disabilities (Percent)
AGRICULTURE	7	9,000	5.80	0.90
AIR FORCE	16	81,000	10.90	1.36
ARMY	24	63,000	8.60	1.19
ARMY/AIR FORCE EXCHANGE SERVICE	2	4,600	1.90	0.32
COMMERCE*	2	1,400	2.70	0.64
DEFENSE LOGISTICS AGENCY	6	16,300	6.20	0.98
ENVIRONMENTAL PROTECTION AGENCY	2	960	4.60	0.72
GENERAL SERVICES ADMINISTRATION	5	5,700	7.60	2.05
HEALTH AND HUMAN SERVICES	10	36,600	5.70	1.26
HOUSING AND URBAN DEVELOPMENT	5	4,100	7.10	0.97
INTERIOR	9	16,000	9.70	1.08
JUSTICE	1	60	1.70	1.69
LABOR	5	5,300	7.30	1.03
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	3	9,400	6.60	0.74
NAVY	20	50,100	8.00	1.46
OFFICE OF PERSONNEL MANAGEMENT	2	700	5.70	2.21
POSTAL SERVICE	12	NA	NA	NA
SMALL BUSINESS ADMINISTRATION	1	NA	NA	NA
TRANSPORTATION	10	21,300	4.00	0.24
TREASURY	18	32,600	5.90	1.34
VETERANS ADMINISTRATION	30	51,500	9.00	1.52
TOTAL	190	409,620	7.50	1.14

\* Data from one review only.

#### G. NEW DIRECTIONS

A Smaller Work Force - It is recognized that the nature of affirmative action must be different when the Federal work force is shrinking than it is when the work force is growing. EEOC has instructed agencies that expect little or no hiring activity to concentrate their affirmative action efforts on merit promotion, upward mobility, and developmental assignments for handicapped employees. It is anticipated that many agencies will experience reductions-in-force (RIFs), hiring freezes, and budget cuts over the next few years. Agencies have been instructed to analyze the expected impact of RIFs on handicapped employees and to institute actions to minimize impact within the limits imposed by law and regulation.

Comprehensive Planning Directive - EEOC is preparing a management directive that will prescribe to Federal agencies instructions, procedures, and guidance

for establishment of comprehensive affirmative action programs for handicapped individuals. The provisions of this directive replace affirmative action provisions that were deleted from Chapter 306 of the Federal Personnel Manual when it was revised in February, 1982. There will be no new reporting requirements. The comprehensive programs that are established will encompass all agency activities related to hiring, placement, and advancement of handicapped individuals.

## H. AFFIRMATIVE ACTION FOR DISABLED VETERANS

### 1. Background

Under section 403 of the Vietnam Era Veterans Readjustment Assistance Act of 1974 (38 U.S.C. 2014), the former Civil Service Commission was given the responsibility for affirmative action programs in the executive branch with respect to disabled veterans. Subsequently, Executive Order 12106 (1978) transferred various various equal employment opportunity enforcement functions from the Civil Service Commission to the Equal Employment Opportunity Commission (EEOC), pursuant to Reorganization Plan No. 1 of 1978. In October 1980, Congress amended 38 U.S.C. 2014 and assigned OPM responsibility for planning, implementing, and overseeing an affirmative action program for disabled veterans in the Federal sector.

EEOC and OPM shared responsibility for the program during FY 1982. Agencies were instructed to continue implementing their planned activities and to file their FY 1982 accomplishment reports with EEOC.

### 2. Activities

At the headquarters level, OPM FY 1982 activity consisted primarily of program planning along with preparation and issuance of proposed regulations and Federal Personnel Manual (FPM) guidance. On June 4, 1982, OPM published proposed rules for the program. (Final rules were published on January 4, 1983, and final FPM guidance on January 13, 1983). The program was given the name "Disabled Veterans Affirmative Action Program" (DVAAP).

At the regional level, OPM personnel accompanied EEOC regional personnel on Section 501 onsite program review visits to ascertain how affirmative action for disabled veterans was typically being implemented in the field. OPM found in these visits that although agencies were maintaining separate statistics on disabled veterans, they were not emphasizing affirmative action programs for disabled veterans. This was evidenced by, for example, the lack of specific guidance from agency headquarters; the lack of separate policy statements or program plans for disabled veterans as a class; little or no contact by personnel officers with veterans' organizations in the region; few or no disabled veterans hires; no use of the special hiring authority for veterans who are 30 percent or more disabled; and no emphasis on upward mobility or internal advancement for disabled veterans.

However, some overall progress was made in Governmentwide disabled veterans employment during the year, reflecting efforts on the part of several large agencies to hire and retain disabled veterans despite a reduction in the size of the total Federal work force. Based upon data from 95 out of 100 agencies that submitted accomplishment reports for the period October 1, 1981, to September

30, 1982, the total work force changed from 2,681,074 to 2,652,306; or a decrease of 28,768 (1.07 percent). The total number of disabled veterans for the same period changed from 162,165 to 162,592; or an increase of 427 (0.26 percent).

An OPM initiative, begun in FY 1982, demonstrates the DVAAP's potential. In May 1982, OPM's Western Region joined with the Disabled American Veterans (DAV) organization and the State of California employment offices on a project to stimulate hires of 30 percent or more disabled veterans.

Under this pilot project, Federal field activities send "job orders" for 30 percent or more disabled veterans to the California Employment Development Department. The DAV encourages disabled veterans, particularly those who are 30 percent or more disabled, to register with the State for possible referrals to Federal employers.

Early results of the program were encouraging. During its first four months of operations, 408 orders were received for 676 openings, for which 425 referrals and 51 actual placements were made.

The project has been institutionalized as an ongoing staffing method in California and will be expanded to the other states comprising OPM's Western Region. OPM has publicized the program through regional newsletters, its national publication, Spotlight on Affirmative Employment, interagency meetings and briefings, and has called for other agencies to adopt similar techniques for bringing disabled veterans on board. As a result, OPM's Southwest Region has developed plans for starting a similar project. Other regions are considering variations of the Western Region's project.



APPENDIX PART II: STATISTICAL DATA - Handicapped Individuals

TABLE II-1: EVALUATION OF FY 1982 ACCOMPLISHMENTS AND FY 1983 PLANS BY AGENCY: Status as of  
September 30, 1982

	1982 Accomplishments				FY 1983 Program Plans		
	Satis- factory	Unsatis- factory	Not Submitted	Other	Complete	Incomplete	Not Submitted
Action	X				X		
Administrative Conference of the U. S.	X				X		
Advisory Commission on Intergvt Relations	X				X		
Advisory Committee on Federal Pay	X				X		
Agency for International Development	X				X		
Agriculture	X				X		
Alaska Natural Gas Trans System	X				X		
American Battle Monuments Commission	X				X		
Arch & Trans Barriers Compliance Board	X				X		
Arms Control & Disarmament Agency	X				X		
Board for International Broadcasting	X				X		
Central Intelligence Agency	X				X		
Civil Aeronautics Board	X				X		
Commerce		X			X		
Commission on Civil Rights		X			X		
Committee for Purchase from Blind etc.	X				X		
Commodity Futures Trading Commission	X				X		
Consumer Product Safety Commission		X			X		
Defense, Department of							
Air Force	X				X		
Army	X				X		
Army/Air Force Exchange Service		X			X		
Defense Audiovisual Agency	X				X		

TABLE II-1 (Cont.): EVALUATION OF FY 1982 ACCOMPLISHMENTS AND FY 1983 PLANS BY AGENCY: Status as of September 30, 1982

	1982 Accomplishments				FY 1983 Program Plans		
	Satis- factory	Unsatis- factory	Not Submitted	Other	Complete	Incomplete	Not Submitted
Defense Audit Service	X				ABOLISHED - NOV. 2, 1982		
Defense Communications Agency	X				X		
Defense Contract Audit Agency		X			X		
Defense Intelligence Agency		X			X		
Defense Investigative Service	X				X		
Defense Logistics Agency	X				X		
Defense Mapping Agency	X				X		
Natl Security Agency	X				X		
Navy	X				X		
Defense Nuclear Agency	X				X		
Defense, OCHAMPUS	X				X		
Defense, Office of Dependent Schools		X			X		
Defense, Office of Secretary	X				X		
Uniformed Svcs Univ Health Sciences	X				X		
Education	X				X		
Energy	X				X		
Environmental Protection Agency	X				X		
Equal Employment Opportunity Commission	X				X		
Executive Office of the President		X			X		
Export/Import Bank	X				X		
Farm Credit Administration	X				X		
Federal Communications Commission	X				X		
Federal Deposit Insurance Corp	X				X		

TABLE II-1 (Cont.): EVALUATION OF FY 1982 ACCOMPLISHMENTS AND FY 1983 PLANS BY AGENCY: Status as of  
September 30, 1982

	1982 Accomplishments				FY 1983 Program Plans		
	Satis- factory	Unsatis- factory	Not Submitted	Other	Complete	Incomplete	Not Submitted
Federal Election Commission	X				X		
Federal Emergency Management Agency	X				X		
Federal Home Loan Bank Board		X			X		
Federal Maritime Commission	X				X		
Federal Mediation & Conciliation	X				X		
Federal Mine Safety & Health Review	X				X		
Federal Reserve Board		X			X		
Federal Trade Commission	X				X		
General Services Administration	X				X		
Harry S. Truman Scholarship Fund	X				X		
Health & Human Services	X				X		
Housing & Urban Development	X				X		
Inter-American Foundation	X				X		
Interior	X				X		
International Trade Commission		X			X		
Interstate Commerce Commission	X				X		
Japan-U.S. Friendship Commission	X				X		
Justice	X					X	
Labor	X				X		
Marine Mammal Commission	X				X		
Merit Systems Protection Board	X				X		
Natl Aeronautics & Space Administration	X				X		
Natl Capital Planning Commission	X				X		

TABLE II-1 (Cont.): EVALUATION OF FY 1982 ACCOMPLISHMENTS AND FY 1983 PLANS BY AGENCY: Status as of September 30, 1982

	1982 Accomplishments				FY 1983 Program Plans		
	Satis-	Unsatis-	Not	Other	Complete	Incomplete	Not
	factory	factory	Submitted				Submitted
Natl Commission on Library & Info. Science	X				X		
Natl Commission on Student Financial Ass	X				X		
Natl Credit Union Administration		X			X		
Natl Endowment for the Arts	X				X		
Natl Endowment for the Humanities	X				X		
Natl Gallery of Art	X				X		
Natl Labor Relations Board	X				X		
Natl Mediation Board	X				X		
Natl Science Foundation	X				X		
Natl Transportation Safety Board	X				X		
Navajo & Hopi Indian Relocation Commission	X				X		
Nuclear Regulatory Commission	X				X		
Occupational Safety & Health Review	X				X		
Office of Personnel Management		X			X		
Overseas Private Investment Corp		X			X		
Panama Canal Commission	X				X		
Pennsylvania Ave. Development Corp	X				X		
Pension Benefit Guaranty Corp	X				X		
Pres Comm for Study of Ethical Problems	ABOLISHED - DECEMBER 31, 1982						
Postal Rate Commission	X				X		
Postal Service	X				X		
Railroad Retirement Board	X				X		
Securities & Exchange Commission	X				X		

**TABLE II-1 (Cont.): EVALUATION OF FY 1982 ACCOMPLISHMENTS AND FY 1983 PLANS BY AGENCY: Status as of September 30, 1982**

	1982 Accomplishments				FY 1983 Program Plans		
	Satis-	Unsatis-	Not	Other	Complete	Incomplete	Not
	factory	factory	Submitted				Submitted
<b>Selective Service System</b>	X				X		
<b>Small Business Administration</b>		X			X		
<b>Smithsonian Institution</b>		X			X		
<b>Soldiers' &amp; Airmen's Home</b>		X			X		
<b>State</b>	X				X		
<b>Tennessee Valley Authority</b>	X				X		
<b>Transportation</b>		X			X		
<b>Treasury</b>	X				X		
<b>United States Information Agency</b>		X			X		
<b>Veterans Administration</b>		X			X		
<b>TOTALS</b>	80	20	0		98	1	0

TABLE II-2: FY 1983 HIRING GOALS BY AGENCY: Status as of September 30, 1982

	FY 1983 Hiring Goals for Targeted Disabilities From October 1, 1982 To September 30, 1983							
	Total	Handicapped	Targeted		Accessions		% Representation	
	Work Force	Work Force	%	Disabilities	%	Number	%	Planned
Action	583	26	4.46	6	1.03	1	1.00	1.10
Administrative Conference of the U. S.	19	0	0.00	0	0.00	NA	NA	NA
Advisory Commission on Intergvt Relations	31	0	0.00	0	0.00	NA	NA	NA
Advisory Committee on Federal Pay	2	0	0.00	0	0.00	NA	NA	NA
Agency for International Development	3,714	82	2.20	13	0.35	2	2.00	0.42
Agriculture	133,901	5,492	4.10	765	0.57	150	0.53	0.64
Alaska Natural Gas Trans System	89	1	1.12	1	1.12	NA	NA	NA
American Battle Monuments Commission	48	0	0.00	0	0.00	NA	NA	NA
Arch & Trans Barriers Compliance Board	23	6	26.08	6	26.08	NA	NA	NA
Arms Control & Disarmament Agency	186	18	9.67	5	2.68	NA	NA	NA
Board for International Broadcasting	8	0	0.00	0	0.00	NA	NA	NA
Central Intelligence Agency	EXEMPT FROM DATA REPORTING REQUIREMENTS				5.00			
Civil Aeronautics Board	515	20	3.88	5	0.97	0	1.00	1.15
Commerce	32,100	1,422	4.42	286	0.89	48	1.00	1.00
Commission on Civil Rights	260	9	3.46	4	1.53	NA	NA	NA
Committee for Purchase from Blind etc.	16	4	25.00	4	25.00	NA	NA	NA
Commodity Futures Trading Commission	476	22	4.62	2	0.42	NA	NA	NA
Consumer Product Safety Commission	624	3	0.48	3	0.48	0	2.00	0.50
Defense, Department of	961,605	65,562	6.82	8,552	0.89	331	1.53	1.00
Air Force	211,494	20,556	9.72	2,386	1.13	200	1.53	1.20
Army	321,000	22,413	6.98	2,971	0.92	670	1.50	0.94
Army/Air Force Exchange Service	50,887	410	0.80	108	0.21	55	0.10	0.30

TABLE II-2 (cont.): FY 1983 HIRING GOALS BY AGENCY: Status as of September 30, 1982

	FY 1983 Hiring Goals for Targeted Disabilities From October 1, 1982 To September 30, 1983								
	Total	Handicapped	Targeted		Accessions		% Representation		
	Work Force	Work Force	%	Disabilities	%	Number	%	Planned	
Defense Audiovisual Agency	466	25	5.36	4	0.85	NA	NA	NA	
Defense Audit Service	401	28	6.98	4	0.99	ABOLISHED - NOVEMBER 2, 1982			
Defense Communications Agency	1,656	86	5.19	15	0.90	3	1.94	1.00	
Defense Contract Audit Agency	3,569	156	4.37	15	0.42	0	2.00	0.42	
Defense Intelligence Agency	2,472	156	6.31	6	0.24	5	1.40	0.40	
Defense Investigative Service	3,013	113	3.75	17	0.56	4	1.61	0.61	
Defense Logistics Agency	47,695	3,186	6.68	599	1.25	25	0.43	1.26	
Defense Mapping Agency	8,412	750	8.91	95	1.12	26	2.90	1.27	
Natl Security Agency		EXEMPT FROM DATA REPORTING REQUIREMENTS							
Navy	297,298	17,298	5.81	2,286	0.76	—	1.00	1.00	
Defense Nuclear Agency	654	21	3.21	3	0.45	4	3.80	1.02	
Defense, OCHAMPUS	215	6	2.79	4	1.86	NA	NA	NA	
Defense, Office of Dependents Schools	9,393	232	2.46	16	0.17	2	0.13	0.18	
Defense, Office of Secretary	2,317	100	4.31	11	0.47	5	10.00	0.70	
Uniformed Svcs Univ Health Sciences	663	26	3.92	12	1.80	2	1.00	1.80	
Education	6,128	434	7.08	145	2.36	0	4.00	2.65	
Energy	16,598	631	3.80	102	0.61	3	0.91	0.64	
Environmental Protection Agency	11,750	401	3.41	85	0.72	0	1.00	0.73	
Equal Employment Opportunity Commission	3,139	130	4.14	27	0.86	3	3.00	1.00	
Executive Office of the President	1,334	12	0.89	1	0.07	1	1.00	0.14	
Export/Import Bank	348	31	8.90	5	1.43	NA	NA	NA	
Farm Credit Administration	299	10	3.34	0	0.00	NA	NA	NA	



TABLE II-2 (cont.): FY 1983 HIRING GOALS BY AGENCY: Status as of September 30, 1982

	FY 1983 Hiring Goals for Targeted Disabilities From October 1, 1982 To September 30, 1983								
	Total	Handicapped		Targeted		Accessions		% Representation	
	Work Force	Work Force	%	Disabilities	%	Number	%	Planned	
Federal Communications Commission	1,925	103	5.35	18	0.93	1	1.10	0.94	
Federal Deposit Insurance Corp	3,481	174	4.99	32	0.92	7	3.50	1.09	
Federal Election Commission	222	5	2.22	1	0.45	NA	NA	NA	
Federal Emergency Management Agency	3,804	193	5.07	29	0.76	2	1.53	0.80	
Federal Home Loan Bank Board	1,553	99	6.37	9	0.57	1	0.64	0.64	
Federal Maritime Commission	275	45	16.36	7	2.54	NA	NA	NA	
Federal Mediation & Conciliation	358	4	1.11	3	0.83	NA	NA	NA	
Federal Mine Safety & Health Review	52	8	15.38	1	1.92	NA	NA	NA	
Federal Reserve Board	1,504	28	1.86	28	1.86	2	2.00	2.00	
Federal Trade Commission	1,529	30	2.00	12	0.78	0	1.00	0.90	
General Services Administration	26,906	1,041	3.86	340	1.26	48	4.00	1.40	
Harry S. Truman Scholarship Fund	4	0	0.00	0	0.00	NA	NA	NA	
Health & Human Services	156,285	6,157	3.93	1,382	0.88	260	2.00	1.00	
Housing & Urban Development	14,379	906	6.30	134	0.93	0	1.00	0.94	
Inter-American Foundation	62	0	0.00	0	0.00	NA	NA	NA	
Interior	78,276	3,400	4.34	581	0.74	40	0.79	0.88	
International Trade Commission	432	23	5.32	4	0.92	NA	NA	NA	
Interstate Commerce Commission	1,378	106	7.69	15	1.08	2	4.00	1.16	
Japan-U.S. Friendship Commission	3	0	0.00	0	0.00	NA	NA	NA	
Justice	57,882	1,195	2.06	212	0.36	--	--	--	
Labor	17,884	1,234	6.90	166	0.92	10	0.92	0.93	
Marine Mammal Commission	8	0	0.00	0	0.00	NA	NA	NA	

TABLE II-2 (cont.): FY 1983 HIRING GOALS BY AGENCY: Status as of September 30, 1982

	FY 1983 Hiring Goals for Targeted Disabilities From October 1, 1982 To September 30, 1983								
	Total	Handicapped	Targeted		Accessions		% Representation		
	Work Force	Work Force	%	Disabilities	%	Number	%	Planned	
Merit Systems Protection Board	395	16	4.05	5	1.26	NA	NA	NA	
Natl Aeronautics & Space Administration	23,575	1,278	5.42	161	0.68	16	1.30	0.72	
Natl Capital Planning Commission	50	7	14.00	1	2.00	NA	NA	NA	
Natl Commission on Library & Info Science	9	0	0.00	0	0.00	NA	NA	NA	
Natl Commission on Student Financial Asst	10	0	0.00	0	0.00	NA	NA	NA	
Natl Credit Union Administration	612	23	3.75	0	0.00	3	4.10	0.40	
Natl Endowment for the Arts	276	13	4.71	2	0.72	NA	NA	NA	
Natl Endowment for the Humanities	280	14	5.00	4	1.42	NA	NA	NA	
Natl Gallery of Art	699	29	4.14	16	2.28	1	0.70	2.31	
Natl Labor Relations Board	2,595	151	5.81	27	1.04	4	1.00	1.10	
Natl Mediation Board	58	6	10.34	1	1.72	NA	NA	NA	
Natl Science Foundation	1,277	55	4.31	11	0.86	0	1.00	1.00	
Natl Transportation Safety Board	291	12	4.12	1	0.34	NA	NA	NA	
Navajo & Hopi Indian Relocation Commission	52	7	13.46	1	1.92	NA	NA	NA	
Nuclear Regulatory Commission	3,316	169	5.09	15	0.45	2	1.33	0.48	
Occupational Safety & Health Review	111	7	6.31	1	0.90	NA	NA	NA	
Office of Personnel Management	7,015	351	5.00	85	1.25	7	1.40	1.28	
Overseas Private Investment Corp	134	4	2.98	0	0.00	NA	NA	NA	
Panama Canal Commission	8,329	22	0.26	22	0.26	5	1.42	0.29	
Pennsylvania Ave Development Corp	39	0	0.00	0	0.00	NA	NA	NA	
Pension Benefit Guaranty Corp	446	32	7.17	9	2.01	NA	NA	NA	
Postal Rate Commission	66	8	12.10	6	9.10	NA	NA	NA	

**FY 1983 Hiring Goals for Targeted  
Disabilities From October 1, 1982  
To September 30, 1983**

TOTALS	2,748,351	135,610	4.93	22,414	0.82
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TABLE II-3: AFFIRMATIVE ACTION ACCOMPLISHMENT REPORTS  
October 1, 1981 to September 30, 1982

Agency	Total Work Force 10/81 9/82	Handicapped Employees		Targeted Disabilities (TD)		Goals: Accn Rate/ % Rep	Disabled Veterans		From 10/81 to 9/82					A B	S P
		10/81 Number/ Percent	9/82 Number Percent	10/81 %	9/82 %		10/81 %	9/82 %	Total Accns	Total Losses	TD Accns %	TD Losses %	TD Applic		
Action	1,136 583	39 3.43	26 4.46	9 0.79	6 1.03	NA	21 1.84	25 4.28	270	823	1 0.43	3 0.36	37	N O N E	X
Administrative Conference of the United States	22 19	0 0.00	0 0.00	0 0.00	0 0.00	NA	0 0.00	0 0.00	0	3	0 0.00	0 0.00	8	N O N E	N
Advisory Commission on Intergvt Relations	39 31	0 0.00	0 0.00	0 0.00	0 0.00	NA	0 0.00	0 0.00	6	14	0 0.00	0 0.00	0	X	X
Advisory Committee on Federal Pay	1 2	0 0.00	0 0.00	0 0.00	0 0.00	NA	0 0.00	0 0.00	1	0	0 0.00	0 0.00	0	N O N E	N
Agency for International Development	3,880 3,714	90 2.31	82 2.20	13 0.33	13 0.35	1.00 0.33	79 2.03	72 1.93	198	283	0 0.00	0 0.00	25	X	X
Agriculture	139,040 133,901	5,715 4.11	5,492 4.10	760 0.54	765 0.57	0.85 0.55	3,259 2.34	3,357 2.50	31,096	38,124	164 0.52	96 0.25	340	X	X
Alaska Natural Gas Trans System	138 89	1 0.72	1 1.12	1 0.72	1 1.12	3.33 1.11	1 1.12	2 2.24	11	60	1 9.09	1 1.66	0	X	N O N E
American Battle Monuments Commission	46 48	0 0.00	0 0.00	0 0.00	0 0.00	NA	0 0.00	0 0.00	3	1	0 0.00	0 0.00	0	N O N E	N
Arch & Trans Barriers Compliance Board	23 23	7 30.43	6 26.08	6 26.08	6 26.08	NA	0 0.00	0 0.00	1	1	0 0.00	0 0.01	20	X	N O N E

TABLE II-3 (Cont.): AFFIRMATIVE ACTION ACCOMPLISHMENT REPORTS  
October 1, 1981 to September 30, 1982

Agency	Total Work Force 10/81 9/82	Handicapped Employees		Targeted Disabilities (TD)		Goals: Accn Rate/ % Rep	Disabled Veterans		From 10/81 to 9/82					A	S
		10/81 Number/ Percent	9/82 Number/ Percent	10/81 %	9/82 %		10/81 %	9/82 %	Total Accns	Total Losses	TD Accns %	TD Losses %	TD Applic		
Arms Control & Disarmament	186 186	18 9.67	18 9.67	5 2.68	5 2.68	NA	NOT AVAIL	NOT AVAIL	0	0	0 0.00	0 0.00	0	X	X
Board for International Broadcasting	7 8	0 0.00	0 0.00	0 0.00	0 0.00	NA	0 0.00	0 0.00	1	0	0 0.00	0 0.00	0	N O N E	N O N E
Central Intelligence Agency			5.00			EXEMPT FROM DATA REPORTING REQUIREMENTS								X	X
Civil Aeronautics Board	648 515	21 3.24	20 3.88	5 0.77	5 0.97	0.00 0.93	5 0.77	5 0.97	4	137	0 0.00	0 0.00	0	X O N E	N O N E
Commerce	37,351 32,100	1,762 4.71	1,422 4.42	353 0.94	286 0.89	0.90 1.00	1,358 3.63	809 2.52	3,267	9,116	16 0.48	83 0.91	NOT AVAIL	X	X
Commission on Civil Rights	264 260	12 4.54	9 3.46	6 2.27	4 1.53	-- 2.40	1 0.37	1 0.38	32	37	0 0.00	2 5.40	125	N O N E	N O N E
Committee for Purchase from Blind etc.	16 16	4 25.00	4 25.00	4 25.00	4 25.00	NA	0 0.00	0 0.00	0	0	0 0.00	0 0.00	0	N O N E	N O N E
Commodity Futures Trading Commission	478 476	24 5.02	22 4.62	2 0.41	2 0.42	2.00 0.80	5 1.04	5 1.05	63	58	0 0.00	0 0.00	NOT AVAIL	N O N E	N O N E
Consumer Product Safety Commission	739 624	4 0.54	3 0.48	4 0.54	3 0.48	2.00 0.54	1 0.13	0 0.00	61	176	0 0.00	1 0.56	0	N O N E	X

TABLE II-3 (Cont.): AFFIRMATIVE ACTION ACCOMPLISHMENT REPORTS

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Agency	Total Work Force 10/81 9/82	Handicapped Employees		Targeted Disabilities (TD)		Goals: Accn Rate/ % Rep	Disabled Veterans		From 10/81 to 9/82					A	S
		10/81 Number/ Percent	9/82 Number/ Percent	10/81 %	9/82 %		10/81 %	9/82 %	Total Accns	Total Losses	TD Accns %	TD Losses %	TD Applic		
Defense, Department of	956,738 961,605	66,711 6.97	65,562 6.82	8,676 0.91	8,552 0.89	NA	56,558 5.91	54,773 6.01*	140,199	136,262	678 0.48*	468 0.34*	2447		
Air Force	207,029 211,494	20,752 10.00	20,556 9.72	2,256 1.09	2,386 1.13	0.78 1.15	15,770 7.60	16,141 7.63	50,445	42,494	179 0.35	43 0.10	334	X	NONE
Army	325,218 321,000	22,382 6.72	22,413 6.98	2,832 0.87	2,971 0.92	1.50 0.98	20,599 6.33	21,230 6.61	43,889	48,107	389 0.88	344 0.71	NOT AVAIL	X	X
Army/ Air Force Exchange Service	49,134 50,887	824 1.67	410 0.80	563 1.14	108 0.21	1.00 1.28	2,661 5.41	NOT AVAIL	36,561	38,691	39 0.10	30 0.07	NOT AVAIL	X	NONE
Defense Audio- visual Agency	300 466	11 3.66	25 5.36	2 0.66	4 0.85	1.50 accn rate	13 4.33	6 1.28	89	124	2 2.24	0 0.00	300		
Defense Audit Service	390 401	24 6.15	28 6.98	4 1.02	4 0.99	0.80 1.40	22 5.64	12 2.99	4	1	0 0.00	0 0.00	0	X	X
Defense Communi- cations Agency	1,689 1,656	90 5.32	86 5.19	17 1.00	15 0.90	2.00 1.07	82 4.85	76 4.58	154	138	3 1.94	3 2.17	NOT AVAIL	NONE	NONE
Defense Contract Audit Agency	3,545 3,569	165 4.65	156 4.37	17 0.47	15 0.42	0.70 0.50	220 6.20	211 5.91	529	507	1 0.18	3 0.59	22	GSA	X
Defense Intelli- gence Agency	2,426 2,472	163 6.71	156 6.31	8 0.32	6 0.24	1.60 0.40	78 3.21	77 3.11	345	294	0 0.00	2 0.68	NOT AVAIL	GSA	

\* See Footnotes on last page.

TABLE II-3 (Cont.): AFFIRMATIVE ACTION ACCOMPLISHMENT REPORTS  
October 1, 1981 to September 30, 1982

Agency	Total Work Force 10/81 9/82	Handicapped Employees		Targeted Disabilities (TD)		Goals: Accn Rate/ % Rep	Disabled Veterans		From 10/81 to 9/82					A	S
		10/81 Number/ Percent	9/82 Number Percent	10/81 %	9/82 %		10/81 %	9/82 %	Total Accns	Total Losses	TD Accns %	TD Losses %	TD Applic		
Defense Inves- tigative Service	2,431 3,013	111 4.57	113 3.75	17 0.69	17 0.56	1.12 0.70	6 0.24	6 0.19	1,088*	356	3 1.04	3 0.84	19	X	N O N E
Defense Logistics Agency	46,578 47,695	3,338 7.17	3,186 6.68	567 1.21	599 1.25	4.20 1.23	1,815 3.90	1,829 3.84	3,854	2,737	41 1.06	33 1.20	92	X	N O N E
Defense Mapping Agency	8,319 8,412	785 9.43	750 8.91	92 1.10	95 1.12	3.60 1.29	334 4.01	314 3.73	764	681	7 0.91	4 0.58	166	X	X
Natl Security Agency						EXEMPT FROM DATA REPORTING REQUIREMENTS								X	X
Navy	296,775 297,298	17,689 5.96	17,298 5.81	2,263 0.76	2,286 0.76	1.00 1.00	14,740 4.96	14,642 4.92	NOT AVAIL	NOT AVAIL	NOT AVAIL	NOT AVAIL	1,399	X	X
Defense Nuclear Agency	649 654	22 3.38	21 3.21	2 0.30	3 0.45	4.39 0.92	18 2.77	33 5.04	141	131	1 0.70	1 0.76	1	X	N O N E
Defense, OCHAMPUS	184 215	5 2.71	6 2.79	2 1.08	4 1.86	4.34 2.15	16 8.69	11 5.11	62	31	2 3.22	0 0.00	3	X	X
Defense, Office of Dependent Schools	9,260 9,393	235 2.53	232 2.46	20 0.21	16 0.17	No FY 82 Plan	94 1.01	97 1.03	1,481	1,348	NOT AVAIL	NOT AVAIL	NOT AVAIL	X	N O N E
Defense, Office of Secretary	2,205 2,317	91 4.10	100 4.31	10 0.45	11 0.47	4.00 0.49	89 4.03	84 3.63	557	443	1 0.17	0 0.00	74	X	X

Declassified and Approved For Release 2012/09/26 : CIA-RDP90-00530R000802080001-8  
 TABLE 11-3 (Cont.): AFFIRMATIVE ACTION ACCOMPLISHMENT REPORTS  
 October 1, 1981 to September 30, 1982

Agency	Total Work Force 10/81 9/82	Handicapped Employees		Targeted Disabilities (TD)		Goals: Accn Rate/ % Rep	Disabled Veterans		From 10/81 to 9/82					A	S
		10/81 Number/ Percent	9/82 Number Percent	10/81 %	9/82 %		10/81 %	9/82 %	Total Accns	Total Losses	TD Accns %	TD Losses %	TD Applic		
Uniformed Svcs Univ Health Sciences	606 663	24 3.96	26 3.92	4 0.66	12 1.80	0.70 2.00	1 0.16	4 0.60	236	179	10 4.23	2 0.55	37	X	X
Education	6,731 6,128	325 4.82	434 7.08	131 1.94	145 2.36	4.00 1.94	184 2.73	167 2.72	840	1,757	6 0.71	25 1.42	NOT AVAIL	X	N O N E
Energy	18,576 16,598	766 4.12	631 3.80	108 0.58	102 0.61	1.00 0.62	649 3.49	597 3.59	328	1,978	6 1.82	12 0.60	NOT AVAIL	X	N O N E
Environmental Protection Agency	12,438 11,750	414 3.33	401 3.41	83 0.66	85 0.72	0.00 0.63	83 0.66	85 0.72	1,983	2,626	10 0.50	9 0.34	NOT AVAIL	X	N O N E
Equal Employment Opportunity Commission	3,413 3,139	127 3.72	130 4.14	25 0.73	27 0.86	4.00 0.97	NOT AVAIL	NOT AVAIL	113	330	4 3.53	2 0.60	44	X	X
Executive Office of the President	1,418 1,334	19 1.33	12 0.89	5 0.34	1 0.07	0.40 0.50	15 1.05	12 0.89	504	513	0 0.00	4 0.77	NOT AVAIL	X	-
Export/Import Bank	371 348	35 9.43	31 8.90	5 1.34	5 1.43	1.50 1.44	0 0.00	0 0.00	7	31	0 0.00	0 0.00	0	X	N O N E
Farm Credit Administration	282 299	10 3.54	10 3.34	0 0.00	0 0.00	NO FY 82 PLAN	0 0.00	0 0.00	17	0	0 0.00	0 0.00	0		N O N E
Federal Communications Commission	2,099 1,925	118 5.62	103 5.35	19 0.90	18 0.93	5.00 0.91	53 2.52	51 2.64	69	240	1 1.44	3 1.25	4	X	X



TABLE II-3 (Cont.): AFFIRMATIVE ACTION ACCOMPLISHMENT REPORTS  
October 1, 1981 to September 30, 1982

Agency	Total Work Force 10/81 9/82	Handicapped Employees		Targeted Disabilities (TD)		Goals: Accn Rate/ % Rep	Disabled Veterans		From 10/81 to 9/82					A B	S P
		10/81 Number/ Percent	9/82 Number/ Percent	10/81 %	9/82 %		10/81 %	9/82 %	Total Accns	Total Losses	TD Accns %	TD Losses %	TD Applic		
Federal Deposit Insurance Corporation	3,357 3,481	174 5.18	174 4.99	31 0.92	32 0.92	1.50 1.30	74 2.20	71 2.03	649*	525	2 2.00	1 0.19	11	N O N E	X
Federal Election Commission	228 222	0.44	5 2.25	1 0.44	1 0.45	0.00 0.48	1 0.44	1 0.45	0	6	0 0.00	0 0.00	0	N O N E	O
Federal Emergency Management Agency	3,456 3,804	193 5.58	193 5.07	18 0.52	29 0.76	-- 0.80	47 1.23	64 1.66	1,167	813	10 0.85	8 0.98	NOT AVAIL	X	X
Federal Home Loan Bank Board	1,526 1,553	111 7.27	99 6.37	11 0.72	9 0.57	5.00 0.74	18 1.17	12 0.77	233	205	0 0.00	2 0.97	6	X	X
Federal Maritime Commission	300 275	46 15.33	45 16.36	8 2.66	7 2.54	0.00 3.05	8 2.66	7 2.54	14	39	0 0.00	1 2.56	0	X	N O N E
Federal Mediation & Conciliation	467 358	4 0.85	4 1.11	3 0.64	3 0.83	0.00 0.84	15 3.21	16 4.46	0	109	0 0.00	0 0.00	0	N O N E	N O N E
Federal Mine Safety & Health Review	79 52	9 11.39	8 15.38	1 1.26	1 1.92	NA	1 1.26	1 1.92	2	23	0 0.00	0 0.00	0	N O N E	N O N E
Federal Reserve Board	1,490 1,504	29 1.92	28 1.86	29 1.92	28 1.86	2.00 2.00	NOT AVAIL	NOT AVAIL	146	121	2 1.36	3 2.47	NOT AVAIL	X	X
Federal Trade Commission	1,669 1,529	23 1.37	30 2.00	12 0.72	12 0.78	1.00 0.80	21 1.26	18 1.18	361	501	1 0.27	1 0.19	21	N O N E	O

\* 548 accessions were temporary/emergency hires caused by FDIC takeover of failed banks; most positions were filled with experienced pers

Agency	Total Work Force 10/81 9/82	Handicapped Employees		Targeted Disabilities (TD)		Goals: Accn Rate/ % Rep	Disabled Veterans		From 10/81 to 9/82					A B	S P
		10/81 Number/ Percent	9/82 Number Percent	10/81 %	9/82 %		10/81 %	9/82 %	Total Accns	Total Losses	TD Accns %	TD Losses %	TD Applic		
General Services Administration	30,380 26,906	1,226 4.03	1,041 3.86	373 1.22	340 1.26	3.00 1.22	2,230 7.34	1,929 7.16	2,927	6,775	NOT AVAIL	NOT AVAIL	NOT AVAIL	N O N N E	N O N N E
Harry S. Truman Scholarship Fund	4 4	0 0.00	0 0.00	0 0.00	0 0.00	NA	0 0.00	0 0.00	0	0	0 0.00	0 0.00	0	N O N N E	N O N N E
Health and Human Services	161,211 156,285	6,288 3.90	6,157 3.93	1,359 0.84	1,382 0.88	NO GOALS	2,895 1.79	2,637 1.68	18,498	25,804	168 0.90	185 0.71	390	X	X
Housing & Urban Development	15,733 14,379	992 6.30	906 6.30	145 0.92	134 0.93	1.37 0.94	693 4.37	665 4.62	524	1,863	3 0.57	14 0.75	56	X	X
Inter-American Foundation	67 62	0 0.00	0 0.00	0 0.00	0 0.00	NA	0 0.00	0 0.00	13	18	0 0.00	0 0.00	0	N O N N E	N O N N E
Interior	79,752 78,276	3,852 4.82	3,400 4.34	584 0.73	581 0.74	1.80 0.94	2,310 2.89	2,163 2.73	10,015	11,889	56 0.55	18 0.15	144	X	X
International Trade Commission	446 432	25 5.60	23 5.32	8 1.79	4 0.92	2.00 2.00	7 1.56	5 1.15	81	81	1 1.23	5 6.17	5	G S A	X
Interstate Commerce Commission	1,720 1,378	122 7.09	106 7.69	19 1.10	15 1.08	4.17 1.20	66 3.83	65 4.71	18	360	0 0.00	4 1.11	NOT AVAIL	X	X
Japan-U.S. Friendship Commission	3 3	0 0.00	0 0.00	0 0.00	0 0.00	NA	0 0.00	0 0.00	0	0	0 0.00	0 0.00	0	N O N N E	N O N N E

TABLE II-3 (Cont.): AFFIRMATIVE ACTION ACCOMPLISHMENT REPORTS  
October 1, 1981 to September 30, 1982

Agency	Total Work Force 10/81 9/82	Handicapped Employees		Targeted Disabilities (TD)		Goals: Accn Rate/ % Rep	Disabled Veterans		From 10/81 to 9/82					A B	S P
		10/81 Number/ Percent	9/82 Number Percent	10/81 %	9/82 %		10/81 %	9/82 %	Total Accns	Total Losses	TD Accns %	TD Losses %	TD Applic		
Justice	56,212 57,882	1,172 2.08	1,195 2.06	199 0.35	212 0.36	NO FY 82 PLAN	1,715 3.05	1,805 3.11	10,099	8,321	40 0.39	31 0.37	NOT AVAIL	X	X
Labor	21,324 17,884	1,290 6.05	1,234 6.90	178 0.83	166 0.92	NO GOALS	1,014 4.75	725 4.05	NOT AVAIL	3,440	3 —	15 0.44	NOT AVAIL	X	X
Marine Mammal Commission	8 8	0 0.00	0 0.00	0 0.00	0 0.00	NA	0 0.00	0 0.00	0	0	0 0.00	0 0.00	0	N O N N E E	N O N N E E
Merit Systems Protection Board	347 395	13 3.74	16 4.05	3 0.86	5 1.26	2.00 0.98	6 1.72	7 1.77	76	25	2 2.63	0 0.00	8	N O N N E E	N O N N E E
Natl Aeronautics & Space Administration	24,064 23,575	1,344 5.58	1,278 5.42	150 0.62	161 0.68	1.70 0.70	630 2.61	562 2.38	2,715	3,206	33 1.21	25 0.77	NOT AVAIL	X	X
Natl Capital Planning Commission	50 50	7 14.00	7 14.00	1 2.00	1 2.00	NA	1 2.00	1 2.00	0	0	0 0.00	0 0.00	0	N O N N E E	N O N N E E
Natl Commission on Library & Info Science	9 9	0 0.00	0 0.00	0 0.00	0 0.00	NA	0 0.00	0 0.00	0	0	0 0.00	0 0.00	0	N O N N E E	N O N N E E
Natl Commission on Student Financial Asst	10 10	0 0.00	0 0.00	0 0.00	0 0.00	NA	0 0.00	0 0.00	0	0	0 0.00	0 0.00	0	N O N N E E	N O N N E E
Natl Credit Union Administration	707 612	35 4.95	23 3.75	2 0.28	0 0.00	13.60 0.80	50 7.07	39 6.53	58	153	0 0.00	2 1.30	23	N O N N E E	N O N N E E

TABLE II-3 (Cont.): AFFIRMATIVE ACTION ACCOMPLISHMENT REPORTS  
October 1, 1981 to September 30, 1982

Agency	Total Work Force 10/81 9/82	Handicapped Employees		Targeted Disabilities (TD)		Goals: Accn Rate/ % Rep	Disabled Veterans		From 10/81 to 9/82					A B	S P
		10/81 Number/ Percent	9/82 Number Percent	10/81 %	9/82 %		10/81 %	9/82 %	Total Accns	Total Losses	TD Accns %	TD Losses %	TD Applic		
Natl Endowment for the Arts	299 276	14 4.68	13 4.71	2 0.66	2 0.72	1.00 0.71	0 0.00	0 0.00	71	94	1 1.40	1 1.06	2	X	X
Natl Endowment for the Humanities	285 280	13 4.56	14 5.00	4 1.40	4 1.42	0.00 1.47	2 0.70	3 1.07	38	43	0 0.00	0 0.00	NOT AVAIL	X	N O N E
Natl Gallery of Art	698 699	26 3.72	29 4.14	13 1.86	16 2.28	8.60 2.10	6 0.85	6 0.85	317	318	4 1.26	3 0.94	25	X	N O N E
Natl Labor Relations Board	2,929 2,595	109 3.72	151 5.81	30 1.02	27 1.04	12.50 1.10	51 1.74	51 1.96	144	478	0 0.00	0 0.00	50	X	X
Natl Mediation Board	59 58	6 10.16	6 10.34	1 1.69	1 1.72	NA	7 11.86	7 12.06	0	1	0 0.00	0 0.00	0	N O N E	X
Natl Science Foundation	1,311 1,277	56 4.27	55 4.31	10 0.76	11 0.86	0.00 0.78	15 1.14	12 0.94	286	161	1 0.35	0 0.00	NOT AVAIL	X	X
Natl Transportation Safety Board	332 291	11 3.31	12 4.12	1 0.30	1 0.34	1.00 0.62	0 0.00	0 0.00	29	82	0 0.00	0 0.00	0	N O N E	N O N E
Navajo & Hopi Indian Relocation Commission	48 52	6 12.50	7 13.46	1 2.08	1 1.92	NA	1 2.08	1 1.92	13	9	0 0.00	0 0.00	0	N O N E	N O N E
Nuclear Regulatory Commission	3,251 3,316	137 4.21	169 5.09	16 0.49	15 0.45	0.90 0.57	39 1.19	44 1.33	338	247	3 0.88	4 1.61	NOT AVAIL	X	X

TABLE II-3 (Cont.): AFFIRMATIVE ACTION ACCOMPLISHMENT REPORTS  
October 1, 1981 to September 30, 1982

Agency	Total Work Force 10/81 9/82	Handicapped Employees		Targeted Disabilities (TD)		Goals: Accn Rate/ % Rep	Disabled Veterans		From 10/81 to 9/82					A B	S P
		10/81 Number/ Percent	9/82 Number Percent	10/81 %	9/82 %		10/81 %	9/82 %	Total Accns	Total Losses	TD Accns %	TD Losses %	TD Applic		
Occupational Safety & Health Review	151 111	10 6.62	7 6.31	2 1.32	1 0.90	NO FY 82 PLAN	2 1.32	2 1.80	0	40	0 0.00	1 2.50	0	N O N E	
Office of Personnel Management	8,337 7,015	404 4.84	351 5.00	105 1.25	85 1.21	1.00 1.30	244 2.92	208 2.96	558	1,880	5 0.89	26 1.38	NOT AVAIL	X	O N E
Overseas Private Investment Corp	134 134	8 5.97	4 2.98	2 1.49	0 0.00	3.00 2.00	1 0.74	1 0.74	30	30	0 0.00	2 6.66	10	N O N E	
Panama Canal Commission	8,331 8,329	21 0.25	22 0.26	21 0.25	22 0.26	2.50 0.28	204 2.44	204 2.44	2,571	2,573	4 0.15	3 0.11	10	X	X
Pennsylvania Ave Development Corp	46 39	0 0.00	0 0.00	0 0.00	0 0.00	NA	0 0.00	0 0.00	2	11	0 0.00	0 0.00	0	N O N E	
Pension Benefit Guaranty Corp	460 446	29 6.30	32 7.17	7 1.52	9 2.01	8.00 1.74	10 2.14	10 2.24	26	36	4 15.38	3 8.33	14	X	X
Postal Rate Commission	65 66	7 10.80	8 12.10	4 6.10	6 9.10	NA	0 0.00	0 0.00	1	0	0 0.00	0 0.00	3	N O N E	X
Postal Service	652,708 653,459	8,366 1.28	10,657 1.63	2,854 0.44	3,281 0.50	0.78 0.46	71,053 10.89	72,494 11.09	40,880	39,738	520 1.27	195 0.49	NOT AVAIL	X	X
Railroad Retirement Board	1,634 1,535	97 5.93	92 5.99	8 0.48	11 0.71	2.00 0.52	27 1.65	25 1.62	120	219	3 2.43	0 0.00	4	X	N O N E

TABLE II-3 (Cont.): AFFIRMATIVE ACTION ACCOMPLISHMENT REPORTS  
October 1, 1981 to September 30, 1982

Agency	Total Work Force 10/81 9/82	Handicapped Employees		Targeted Disabilities (TD)		Goals: Accn Rate/ % Rep	Disabled Veterans		From 10/81 to 9/82					A B	S P
		10/81 Number/ Percent	9/82 Number Percent	10/81 %	9/82 %		10/81 %	9/82 %	Total Accns	Total Losses	TD Accns %	TD Losses %	TD Applic		
Securities & Exchange Commission	1,895 1,894	87 4.59	89 4.69	25 1.32	26 1.37	0.00 1.53	43 2.26	42 2.21	344	376	4 1.16	3 0.79	36	X	N O N E
Selective Service System	219 261	19 8.67	22 8.42	1 0.45	2 0.76	4.34 1.27	7 3.19	17 6.51	99	105	1 1.01	0 0.00	NOT AVAIL	X	N O N E
Small Business Administration	5,069 4,885	349 6.88	304 6.22	46 0.90	44 0.90	1.30 1.00	259 5.10	232 4.74	1,287	1,400	2 0.15	4 0.28	NOT AVAIL	X	X
Smithsonian Institution	3,837 3,678	160 4.16	153 4.15	29 0.75	26 0.70	0.50 0.75	100 2.60	100 2.71	641	585	1 0.15	3 0.51	NOT AVAIL	X	X
Soldiers' & Airmen's Home	737 741	28 3.79	24 3.23	3 0.40	2 0.26	NO FY 82 PLAN	7 0.94	13 1.75	91	87	0 0.00	1 1.14	16	X	X
State	13,713 13,988	431 3.14	411 2.93	47 0.34	49 0.35	0.89 0.36	180 1.31	167 1.19	497	575	3 0.60	1 0.17	16	X	X
Tennessee Valley Authority	50,509 40,329	1,577 3.12	1,270 3.14	201 0.39	163 0.40	5.95 0.39	NOT AVAIL	NOT AVAIL	7,672	16,223	38 0.99	89 0.59	141	X	X
Transportation	60,583 62,575	2,691 4.44	2,486 3.97	282 0.47	262 0.41	0.40 0.47	2,536 4.18	2,482 3.97	11,983	9,443	33 0.27	53 0.56	NOT AVAIL	X	N O N E
Treasury	140,798 133,013	8,137 5.77	6,226 4.68	1,545 1.09	1,638 1.23	2.00 1.20	2,983 2.11	2,935 2.20	24,902	32,687	363 1.45	270 0.82	862	X	X

TABLE II-3 (Cont.): AFFIRMATIVE ACTION ACCOMPLISHMENT REPORTS  
October 1, 1981 to September 30, 1982

Agency	Total Work Force 10/81 9/82	Handicapped Employees		Targeted Disabilities (TD)		Goals: Accn Rate/ % Rep	Disabled Veterans		From 10/81 to 9/82					ASBP
		10/81 Number/ Percent	9/82 Number/ Percent	10/81 %	9/82 %		10/81 %	9/82 %	Total Accns	Total Losses	TD Accns %	TD Losses %	TD Applic	
United States Information Agency	4,252 4,378	146 3.43	142 3.24	31 0.72	29 0.66	1.29 0.74	85 2.00	15 1.71	529	410	0 0.00	5 1.20	NOT AVAIL	X O N E
Veterans Administration	232,417 235,982	23,735 10.21	22,463 9.51	3,540 1.52	3,522 1.49	1.50 1.55	12,890 5.54	12,767 5.41	69,197	67,679	780 1.12	869 1.29	NOT AVAIL	X O N E
TOTALS	2,785,806 2,748,351	139,858 5.02	135,610 4.93	22,186 0.80	22,414 0.82		164,826 5.92 <sup>1</sup>	162,592 5.92 <sup>2</sup>	389,336	432,379	2,978 0.76 <sup>3</sup>	2,560 0.59 <sup>4</sup>	4,903	

Key: TD - Targeted Disabilities  
 Accn(s) - Accession(s)  
 % Rep - Percent Representation  
 Applic - Applications  
 AB - Architectural Barriers

SP - Selection Procedures  
 -- or  
 Not Avail - Not Available  
 X - Agency is Reporting Corrective Actions  
 NONE - Agency Reports No Barriers

- 1/ Arms Control & Disarmament Agency, EEOC, Tennessee Valley Authority, and Federal Reserve Board employee data were not included in computing percentage since these agencies did not provide disabled veteran data.
- 2/ Arms Control & Disarmament Agency, Army/Air Force Exchange Service, EEOC, Tennessee Valley Authority, and Federal Reserve Board employee data were not included in computing percentage since they did not provide disabled veteran data.
- 3/ GSA, Labor, and Defense, Office of Dependents Schools accession data were not included in computing percentage since they did not provide targeted disability or total accession data. Defense Investigative Service and FDIC percentages were adjusted.
- 4/ GSA and Defense, Office of Dependents Schools loss data were not included in computing percentage since they did not provide targeted disability loss data.

## EMPLOYEES, NUMBER OF HANDICAPPED EMPLOYEES, AND STAFFING COMMITMENTS

	All Employees	Handi- capped Employees	Percent Handi- capped	Personnel Offices With Appointing Authority	Coordinators in Component/ Field Activity	Staff Years Spent by Headquarters Coordinators	Range of Percent of Time Spent by Component Coordinators
Action	583	26	4.46	1	NA	0.50	NA
Administrative Conference of the U. S.	19	0	0.00	1	NA	<0.01	NA
Advisory Commission on Intergvt Relations	31	0	0.00	1	NA	<0.01	NA
Advisory Committee on Federal Pay	2	0	0.00	1	NA	<0.01	NA
Agency for International Development	3,714	82	2.20	1	NA	0.56	NA
Agriculture	133,901	5,492	4.10	279	344	1.00	1-25
Alaska Natural Gas Trans System	89	1	1.12	1	NA	<0.01	NA
American Battle Monuments Commission	48	0	0.00	1	NA	<0.01	NA
Arch & Trans Barriers Compliance Board	23	6	26.08	1	NA	<0.01	NA
Arms Control & Disarmament Agency	186	18	9.67	1	NA	0.00	NA
Board for International Broadcasting	8	0	0.00	1	NA	<0.01	NA
Central Intelligence Agency			EXEMPT FROM DATA REPORTING REQUIREMENTS				
Civil Aeronautics Board	515	20	3.88	1	NA	0.12	NA
Commerce	32,100	1,422	4.42	7	44	0.60	1-25
Commission on Civil Rights	260	9	3.46	1	NA	0.15	NA
Committee for Purchase from Blind etc.	16	4	25.00	1	NA	<0.01	NA
Commodity Futures Trading Commission	476	22	4.62	1	NA	0.10	NA
Consumer Product Safety Commission	624	3	0.48	1	5	0.25	1-5
Defense, Department of	961,605	65,562	6.82	600	1,194	0.06 - 4.00	1-100
Air Force	211,494	20,556	9.72	97	108	4.00	1-100
Army	321,000	22,413	6.98	180	433	1.50	1-100
Army/Air Force Exchange Service	50,887	410	0.80	53	10	0.40	11-25



TABLE II-4 (cont.): SEPTEMBER 30, 1982, DATA SUBMITTED BY AGENCIES SHOWING NUMBER OF ALL  
EMPLOYEES, NUMBER OF HANDICAPPED EMPLOYEES, AND STAFFING COMMITMENTS

	All Employees	Handi- capped Employees	Percent Handi- capped	Personnel Offices With Appointing Authority	Coordinators in Component/ Field Activity	Staff Years Spent by Headquarters Coordinators	Range of Percent of Time Spent by Component Coordinators
Defense Audiovisual Agency	466	25	5.36	1	NA	0.20	NA
Defense Audit Agency	401	28	6.98	1	NA	0.25	NA
Defense Communications Agency	1,656	86	5.19	3	1	0.33	6-10
Defense Contract Audit Agency	3,569	156	4.37	7	7	0.25	1-10
Defense Intelligence Agency	2,472	156	6.31	1	NA	0.20	NA
Defense Investigative Service	3,013	113	3.75	3	12	0.06	1-5
Defense Logistics Agency	47,695	3,186	6.68	17	20	0.25	11-25
Defense Mapping Agency	8,412	750	8.91	11	22	0.15	1-75
Natl Security Agency	EXEMPT FROM DATA REPORTING			1	1	1.00	6-10
Navy	297,298	17,298	5.81	164	460	0.95	1-100
Defense Nuclear Agency	654	21	3.21	1	NA	1.00	NA
Defense, OCHAMPUS	215	6	2.79	1	NA	0.05	NA
Defense, Ofc of Dependents Schools	9,393	232	2.46	57	120	3.50	1-5
Defense, Office of Secretary	2,317	100	4.31	1	NA	1.00	NA
Uniformed Svcs Univ Health Sciences	663	26	3.92	1	NA	0.35	NA
Education	6,128	434	7.08	11	1	0.20	11-25
Energy	16,598	631	3.80	25	25	0.25	6-10
Environmental Protection Agency	11,750	401	3.41	15	15	0.10	1-5
Equal Employment Opportunity Commission	3,139	130	4.14	23	23	1.00	11-25
Executive Office of the President	1,334	12	0.89	1	NA	0.10	NA
Export/Import Bank	348	31	8.90	1	NA	<0.01	NA
Farm Credit Administration	299	10	3.34	1	NA	<0.01	NA

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TABLE II-4 (cont.): SEPTEMBER 30, 1982, DATA SUBMITTED BY AGENCIES SHOWING NUMBER OF ALL

EMPLOYEES, NUMBER OF HANDICAPPED EMPLOYEES, AND STAFFING COMMITMENTS

	All Employees	Handi- capped Employees	Percent Handi- capped	Personnel Offices With Appointing Authority	Coordinators in Component/ Field Activity	Staff Years Spent by Headquarters Coordinators	Range of Percent of Time Spent by Component Coordinators
Federal Communications Commission	1,925	103	5.35	1	NA	0.05	NA
Federal Deposit Insurance Corp	3,481	174	4.99	14	13	0.25	6-10
Federal Election Commission	222	5	2.22	1	NA	0.50	NA
Federal Emergency Management Agency	3,804	193	5.07	1	1	0.60	11-25
Federal Home Loan Bank Board	1,553	99	6.37	1	NA	0.10	NA
Federal Maritime Commission	275	45	16.36	1	NA	0.10	NA
Federal Mediation & Conciliation	358	4	1.11	1	NA	<0.01	NA
Federal Mine Safety & Health Review	52	8	15.38	1	NA	<0.01	NA
Federal Reserve Board	1,504	28	1.86	1	NA	0.25	NA
Federal Trade Commission	1,529	30	2.00	1	10	0.10	1-5
General Services Administration	26,906	1,041	3.86	12	15	0.33	6-25
Harry S. Truman Scholarship Fund	4	0	0.00	1	NA	<0.01	NA
Health & Human Services	156,285	6,157	3.93	35	26	22.80	1-75
Housing & Urban Development	14,379	906	6.30	11	50	0.50	11-75
Inter-American Foundation	62	0	0.00	1	NA	<0.01	NA
Interior	78,276	3,400	4.34	70	68	1.50	1-25
International Trade Commission	432	23	5.32	1	NA	0.05	NA
Interstate Commerce Commission	1,378	106	7.69	1	NA	0.20	NA
Japan-U.S. Friendship Commission	3	0	0.00	1	NA	<0.01	NA
Justice	57,882	1,195	2.06	67	264	4.49	1-25
Labor	17,884	1,234	6.90	10	10	0.75	6-10
Marine Mammal Commission	8	0	0.00	1	NA	<0.01	NA

TABLE II-4 (cont.): SEPTEMBER 30, 1982, DATA SUBMITTED BY AGENCIES SHOWING NUMBER OF ALL  
EMPLOYEES, NUMBER OF HANDICAPPED EMPLOYEES, AND STAFFING COMMITMENTS

	All Employees	Handi- capped Employees	Percent Handi- capped	Personnel Offices With Appointing Authority	Coordinators in Component/ Field Activity	Staff Years Spent by Headquarters Coordinators	Range of Percent of Time Spent by Component Coordinators
Merit Systems Protection Board	395	16	4.05	1	NA	0.10	NA
Natl Aeronautics & Space Administration	23,575	1,278	5.42	8	11	1.00	6-100
Natl Capital Planning Commission	50	7	14.00	1	NA	<0.01	NA
Natl Commission on Library & Info Science	9	0	0.00	1	NA	<0.01	NA
Natl Commission on Student Financial Ass	10	0	0.00	1	NA	<0.01	NA
Natl Credit Union Administration	612	23	3.75	1	NA	<0.01	NA
Natl Endowment for the Arts	276	13	4.71	1	2	0.10	1-5
Natl Endowment for the Humanities	280	14	5.00	1	NA	0.05	NA
Natl Gallery of Art	699	29	4.14	1	NA	0.25	NA
Natl Labor Relations Board	2,595	151	5.81	34	33	0.60	1-5
Natl Mediation Board	58	6	10.34	1	NA	<0.01	NA
Natl Science Foundation	1,277	55	4.31	1	NA	0.25	NA
Natl Transportation Safety Board	291	12	4.12	1	NA	<0.01	NA
Navjo & Hopi Indian Relocation Comm	52	7	13.46	1	NA	<0.01	NA
Nuclear Regulatory Commission	3,316	169	5.09	1	NA	0.05	NA
Occupational Safety & Health Review	111	7	6.31	1	NA	<0.01	NA
Office of Personnel Management	7,015	351	5.00	11	10	0.40	1-5
Overseas Private Investment Corp	134	4	2.98	1	NA	<0.01	NA
Panama Canal Commission	8,329	22	0.26	1	50	1.00	6-10
Pennsylvania Ave Development Corp	39	0	0.00	1	NA	<0.01	NA
Pension Benefit Guaranty Corp	446	32	7.17	1	NA	0.10	NA
Postal Rate Commission	66	8	12.10	1	NA	0.05	NA

TABLE II-4 (cont.): SEPTEMBER 30, 1982, DATA SUBMITTED BY AGENCIES SHOWING NUMBER OF ALL  
EMPLOYEES, NUMBER OF HANDICAPPED EMPLOYEES, AND STAFFING COMMITMENTS

	All Employees	Handi- capped Employees	Percent Handi- capped	Personnel Offices With Appointing Authority	Coordinators in Component/ Field Activity	Staff Years Spent by Headquarters Coordinators	Range of Percent of Time Spent by Component Coordinators
Postal Service	653,459	10,657	1.63	31,000	273	2.00	1-10
Pres Comm for Study of Ethical Problems			ABOLISHED - DECEMBER 31, 1982				
Railroad Retirement Board	1,535	92	5.99	1	10	0.20	1-5
Securities & Exchange Commission	1,894	89	4.69	1	8	0.50	1-5
Selective Service System	261	22	8.42	1	NA	0.20	NA
Small Business Administration	4,885	304	6.22	15	15	0.10	1-5
Smithsonian Institution	3,678	153	4.15	1	NA	0.33	NA
Soldiers' & Airmen's Home	741	24	3.23	1	NA	0.50	NA
State	13,988	411	2.93	1	NA	1.00	NA
Tennessee Valley Authority	40,329	1,270	3.14	32	30	3.20	1-10
Transportation	62,575	2,486	3.97	52	43	0.20	1-10
Treasury	133,013	6,226	4.68	129	168	14.55	1-100
United States Information Agency	4,378	142	3.24	2	NA	0.50	NA
Veterans Administration	235,982	22,463	9.51	317	216	2.00	6-10
<b>TOTALS</b>	<b>2,748,351</b>	<b>135,610</b>	<b>4.93</b>	<b>32,836</b>	<b>2,976</b>	<b>81.36</b>	<b>1-100</b>